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Standards of Living in Wage Negotiations

IN UTILIZING living-cost data in negotiating wages, labor has shifted emphasis, according to recent indications, from indexes of changes in living costs to budgetary studies. Inasmuch as this trend is likely to continue for some time, an analysis of the available data, its significance, its proper use and its possible misuse seems desirable.

REASONS FOR SHIFT

It would seem advantageous for labor not to stress the need for wage adjustments to compensate for changes in living costs at a time when they may be close to the peak, because industry may insist on applying the same principle when prices and living costs are declining. Hence, the emphasis on budget studies, which do not indicate changes in living costs but show either the cost of maintaining a specified standard of living or the cost of the standard that is enjoyed by specified families at any given time.

Another important reason for the shift is the desire of labor leaders to raise minimum wage levels. This is clearly stated in a letter from Solomon Barkin, Director of Research of the Textile Workers of America (CIO), to THE CONFERENCE BOARD: "Labor has always employed the budgetary approach in order to define necessary minimum wages and the adequacy of the present income." Adjustment of wages made only for changes in living costs does not provide for improved standards of living. Presumably, any increase in income resulting from a cost of living adjustment of wages provides only for the added cost of purchasing the same goods and services previously bought. On the other hand, budgetary studies are valuable in making wage adjustments affecting living standards.

Labor has also used budget studies to show that the standard of living of broad groups of workers is not as high as desirable. "The reason for using yearly budgets," says the American Federation of Labor, "is that they give a realistic dollars and cents picture of what it costs a family to live. . . . If we are ever going to have an 'American standard of living' in this country the best way to reach it is to find out as nearly as possible what it is and how much it costs, and then to make every effort to provide wages which will make it a reality. . . . It is high time for labor and employers in America to be about this task. We cannot hope to maintain a free enterprise economy unless workers have an adequate living standard and can buy the products industry must produce in order to give full employment."¹

TYPES OF STUDIES

There are two principal types of budget studies now in use. The first involves pricing a specified budget to determine the cost of buying the goods and services included. This was the procedure followed by the Textile Workers Union of America (CIO) in preparing its study of "Substandard Conditions of Living," used in connection with its current wage negotiations before the War Labor Board.²

In the other type, a study is made of the actual consumption habits of families and the cost of maintaining the standard of living represented by their spending habits. This was the procedure followed by the United Steelworkers of America (CIO) in connection with its case before the War Labor Board when wages in the

¹Extract from a report by the Research and Information Service of the American Federation of Labor furnished by William Green to THE CONFERENCE BOARD at its request.

²"Substandard Conditions of Living," Textile Workers Union of America, CIO, 1944.

basic steel industry were under consideration.¹ This type is generally called an *expenditure* study and will be referred to as such here.

Since these studies are quite different as to method and purpose, it is better that each be considered separately.

Predetermined Budgets

The priced budget method is especially suited for determining whether wages of a given group of workers are adequate. The standard is predetermined and it is only necessary to compare the cost of the standard with the wages received to see if wages are sufficient.

Certain questions must be resolved, however, before this method can be used. First, agreement must be reached as to what standard shall be considered adequate. A budget that might be used to decide the adequacy of minimum wage rates in one industry or region might be unsuited to another industry or region. Development of a budget is in itself a difficult task requiring the assistance of skilled technicians. Fortunately, there are a number of budgets already available which are suitable for this purpose.

Much of the trouble arising out of the use of this method results from disputes over items included or excluded from the basic budget. Therefore, before any work is undertaken, whether the budget is one of those already available or one especially prepared, agreement should be reached by all parties concerned as to the over-all level of the budget and the inclusion or exclusion of items which might lead to dispute.

During the last war, the National War

¹"An Income and Expenditure Study of Steelworkers' Families for September-November, 1943," United Steelworkers of America, CIO, 1944.

Labor Board's section on cost of living prepared minimum-subsistence and minimum-comfort budgets which they later priced.¹ The Bureau of Labor Statistics prepared similar budgets in 1919 and 1920 for federal employees in Washington and for workers' families in general.² The artificial budgets most commonly used today, however, are those prepared by the WPA in 1935 and those developed by the Heller Committee for Research in Social Economics of the University of California.

The WPA prepared two budgets.³ One was for a "maintenance level of living" for a four-person family of a manual worker. This budget was described as "not so liberal as that for a 'health and decency' level which the skilled worker may hope to obtain, but it affords more than 'minimum of subsistence' living." The other budget was clearly labeled a "minimum subsistence" budget for the same family.

The Heller Committee prepared several budgets for different levels of living.⁴ The two most useful are those for a five-person family, one supported by a clerical worker and one by a wage earner. Both these budgets provide for a higher standard of living than is represented by either of the WPA budgets.

A principal shortcoming of these prepared budgets is that they do not provide for regional or racial differences in expenditure habits or for regional differences in requirements for such items as clothing, fuel, housing and food. The same standard can be represented in different parts of the country by budgets of quite different composition. An example would be the difference in housing construction and fuel consumption required to provide the same degree of warmth and comfort in New Orleans and Portland, Maine.

SPECIFIC REQUIREMENTS

Some objections have been raised to the use of these budgets on the ground that they apply to families larger than those which generally exist today. The critics overlook the possibility of adjusting the budgets to requirements by the method suggested by the Bureau of Labor Statistics in its report on "Money Disbursements of Wage Earners and Cleri-

Table 1: Sources of Income by Income Level, 12,903 White Families in 42 Cities, 1934-36

Source: Bureau of Labor Statistics; Compiled by THE CONFERENCE BOARD

Families with Annual Net Income of	Percentage of Families in Each Class	Average Per Family			Proportion of Net Family Income Derived from			
		Number of Expenditure Units	Number of Gainful Workers	Annual Net Income	All Earnings	Chief Earner Only	Subsidiary Earners	Other Sources
\$ 500- 600.....	0.5	2.74	1.15	555	97.7	94.2	3.5	2.3
600- 900.....	7.1	2.86	1.23	781	97.3	93.3	4.0	2.7
900- 1,200.....	19.8	3.09	1.23	1,068	96.3	91.7	4.6	3.7
1,200- 1,500.....	24.2	3.23	1.29	1,351	96.2	89.9	6.3	3.8
1,500- 1,800.....	21.0	3.32	1.37	1,642	96.1	87.8	8.3	3.9
1,800- 2,100.....	15.7	3.48	1.43	1,935	96.1	85.8	10.3	3.9
2,100- 2,400.....	5.8	3.76	1.80	2,253	93.3	74.4	18.9	6.7
2,400- 2,700.....	2.8	4.04	2.04	2,530	94.0	66.7	27.3	6.0
2,700- 3,000.....	1.4	4.12	2.41	2,880	97.2	60.6	36.6	2.8
3,000 and over.....	1.7	4.65	2.84	3,466	96.3	51.1	45.2	3.7
All families.....	100.0	3.32	1.40	1,546	95.9	84.3	11.6	4.1

cal Workers." Here the Bureau compares the cost *per expenditure unit* of the various budgets (WPB and Heller) with the actual expenditures of families of wage earners and clerical workers in 1934-1936.¹ The number of expenditure units per family is nothing more than the number of "equivalent adult males," arrived at by taking into account the age, sex and relative activity of each member of the family. Tables prepared by the Bureau make these budgets easily adaptable to any group of workers. The cost per expenditure unit of the budget chosen is first found and this basis can then be multiplied by the number of expenditure units of the family chosen as typical of the group of workers for whom the study is being made.

After the proper budget has been selected, the choice of the size of family to be considered as typical is the second major problem in the use of this method. A separate budget for each family size existing in the group cannot be provided since that would imply a separate wage rate for each family size, a procedure that no company would care to undertake. It would also imply that workers should be compensated according to size of family rather than skill or productive performance. The better approach would be to utilize plant personnel records or tax records to establish a fair estimate of family size. It should also be borne in mind, when arriving at an average family size for low-income workers, that while size of family can affect family income, income to some extent can affect family size, too.

OTHER EARNINGS, SAVINGS

After a budget has been set up and priced, it can be converted to wage rates by dividing the cost by the normal num-

ber of hours worked per year in the plant or industry. This step leads to the third important problem which must be surmounted in the use of this method; namely, whether the income of other members of the family should be considered in deciding what wages are necessary to provide workers' families with the approved standard of living. This matter, like the choice of the budget, is one for labor-management negotiation.

Certain known facts can be used as guiding principles in such discussions. First of all, when the last comprehensive expenditure studies were made in 1934-1936,¹ it was found that in the case of families with low and medium incomes from \$500 to \$3,500, receipts from subsidiary earners averaged only 11.6% of total net family income, as shown in Table 1. As family income declined, the proportion supplied by subsidiary earners also declined and averaged only 3.5% for families with incomes of \$500 to \$600 a year. Of course, the more earners a family has, the larger its gross income. Although the potential number of earners increases with the size of family, the two are not directly related. A family of six, composed of man and wife and four young children, may all be dependent on the father's income, while a family of three, composed of father, mother and an adult son, may all be employed. Very little income comes from children under sixteen. On the other hand, the higher the proportion of adults to the total number in the family, the greater are the chances for subsidiary earnings. Therefore, family-size data must be supplemented with family-composition data if subsidiary earnings

¹*Ibid.* This was an expenditure study and showed how families of these categories obtained their income and disbursed it. While certain criteria were used in the selection of families, they were principally of a nature to prevent inclusion of relief families and higher income groups. The list of criteria (which is found on pp. 359-361 of the Summary Volume) would have had no appreciable effect on the factors considered here.

¹Bureau of Applied Economics, Inc., "Standards of Living: A Compilation of Budgetary Studies," Bulletin No. 7, Washington, 1920.

²Bureau of Labor Statistics, "Tentative Quantity and Cost Budget Necessary to Maintain a Family of Five in Washington, D. C. at a Level of Health and Decency," Washington, 1920, and Bureau of Labor Statistics, "Minimum Quantity Budget Necessary to Maintain a Worker's Family of Five at a Level of Health and Decency," *Monthly Labor Review*, June, 1920, pp. 1-18.

³Works Progress Administration, "Intercity Differences in Cost of Living in March, 1935, 59 Cities," Research Monograph XII.

⁴Heller Committee for Research in Social Economics, "Quantity and Cost Budgets," University of California, Berkeley. Various dates.

¹"Money Disbursements of Wage Earners and Clerical Workers, 1934-36," Summary Volume, p. 58. Dr. Faith M. Williams, Bureau of Labor Statistics.

Table 2: Sources of Income, by Consumption Level, 12,903 White Families in 42 Cities, 1934-36

Source: Bureau of Labor Statistics; Compiled by THE CONFERENCE BOARD

Families with Annual Per Unit Expenditure of	Percentage of Families in Each Class	Average Per Family			Proportion of Net Family Income Derived from			
		Number of Expenditure Units	Number of Gainful Workers	Annual Net Income	All Earnings	Chief Earner Only	Subsidiary Earners	Other Sources
Under \$200.....	2.3	5.96	1.56	1,021	96.1	84.1	12.0	3.9
\$ 200- 300.....	11.7	4.79	1.47	1,219	96.1	85.7	10.4	3.9
300- 400.....	19.7	3.84	1.43	1,352	95.9	85.4	10.5	4.1
400- 500.....	20.6	3.30	1.40	1,502	95.9	84.6	11.3	4.1
500- 600.....	16.1	2.94	1.36	1,606	95.8	85.2	10.6	4.2
600- 700.....	11.6	2.62	1.35	1,695	95.8	85.3	10.5	4.2
700- 800.....	7.4	2.44	1.39	1,821	96.4	88.6	12.8	3.6
800- 900.....	4.7	2.27	1.34	1,888	95.8	83.1	12.7	4.2
900-1,000.....	2.7	2.20	1.37	1,983	95.9	81.7	14.2	4.1
1,000-1,100.....	1.4	2.23	1.44	2,101	95.8	80.1	15.7	4.2
1,100-1,200.....	0.8	2.17	1.48	2,255	94.7	76.9	17.8	5.3
1,200 and over.....	1.0	1.94	1.53	2,396	93.9	71.0	22.9	6.1
All families.....	100.0	3.32	1.40	1,546	95.9	84.3	11.6	4.1

are to be considered in the negotiation.

Although employment of women and children is frequently thought undesirable and in some instances is considered a measure of the standard of living, women contribute a substantial share of subsidiary earnings. Earnings of women in families having incomes of \$2,500-\$3,500 equaled nearly half of that of the chief wage earner in 1934-36.

Income other than subsidiary earnings averaged only 4.1% in 1934-36. In the lower brackets it was derived mainly from boarders and pensions and averaged only about 3.0%. The taking of boarders and roomers is in itself an indication of economic pressure.

In addition to expenditures, some thought should be given to savings in preparing the budget. Savings play an important part in family life, providing an emergency fund for old age, illness, or other contingencies. Social security makes a partial provision for retirement, but obviously must be supplemented by savings or additional support from some other source. Savings can be in the form of accident and health insurance, pension funds, annuities and other forms of insurance, investments or bank deposits. The amount of savings to be included in the budget again could be a matter of negotiation.

INCOME VS. LIVING STANDARD

It is a mistake, however, to consider only total family income, without considering variations in family size. An adequate income for a small family may be wholly inadequate for a large one. It is better to classify families by economic level, either by income per expenditure unit, or by, what is almost synonymous, expenditure per unit. Table 2 shows the same families as those shown in Table

1, but classified by economic level, or expenditure per expenditure unit, instead of by net annual income.

Although family income increases with family size, the per unit expenditure steadily declines. This is the result of two things. Relatively fixed family expenses, such as rent, fuel and light, and house-furnishings, are spread over a larger number of persons. More important, the standard of living is curtailed to conform to a lower per member income.

In studying this table, which really shows families classified by standard, one finds that the proportion of income from subsidiary earners remained constant at between 10% and 13% (except for the 6% of the families which had over \$900 of expenditures per year per unit). For the same families, the chief earner provided 80% to 85% of total earnings.

As shown in Table 2, no correlation exists between the number of gainful workers per family and the family's standard of living. Annual per unit expenditure rises from under \$200 to over \$1,200 and the average number of gainful workers is 1.56 in the lowest group and 1.53 in the highest, dropping to 1.34 in the middle.

Therefore, in considering the role of subsidiary earnings in family income they should not be overestimated, even though they may be of great importance in individual families. Although the data in Tables 1 and 2 are drawn from a period when opportunities for subsidiary earnings were not great, limited studies made by THE CONFERENCE BOARD in the early days of the war did not show much variation from the above.

POSSIBLE MISUSES

The dangers of choosing a budget that is not suited to the purpose can, in large measure, be avoided if the budget and the

methods to be followed in pricing can be agreed upon in advance by the parties involved. Disputes which generally arise over the inclusion of specific items or over the standard represented by the total budget could be avoided if both sides are truly interested in an objective approach to the problems to which this type of study provides an answer, and are ready to arrive, through negotiation, at a mutual understanding.

A second danger is misinterpretation of the budget investigation results, with meanings written into them which are frequently not there. This is an even greater danger with the expenditure type of study. There is a tendency, for example, to state that *all* workers should have wage increases when only a portion of them, say the lower-paid workers, were found not able to maintain the designated standard of living on their incomes. Such an interpretation tends to discredit the real worth of the budget study.

A third danger lies in having a subjective rather than an objective approach. Through a series of small biases that can be introduced in the selection of families considered typical, inclusion of items in the budget, selection of sources for price data, and other steps, the results can be bent in one direction or another, with corresponding effect upon the integrity and value of the study.

Expenditure Studies

The expenditure-study method is valuable as a means of analyzing the existing living standard of a given group of workers, and, if desired, of comparing this standard with artificial yardsticks previously established. It has one definite advantage over the budget-study method. In using the budget method, an artificial expenditure pattern has been constructed within the framework of the designated standard of living, and there may be a large variety of expenditure patterns for only one standard of living.

The expenditure-study method, however, involves more complications than the budget method.

Expenditure studies are very old. Work has been done by national governments, social welfare agencies, local governments and individuals since the middle of the last century when LePlay, a French economist, undertook a large series of family expenditure studies. In this country, the most notable recent studies of family expenditure habits were those undertaken jointly by the Bureau of Labor Statistics, the Bureau of Home Economics of the Department of Agriculture and the Works Progress Administration. "Money Dis-

bursements of Wage Earners and Clerical Workers, 1934-36,"¹ covered nearly 14,000 urban families, and "Study of Consumer Purchases"² approximately 400,000 families of many different income levels and expenditures patterns in both urban and rural areas. THE CONFERENCE BOARD has also conducted studies similar to "Money Disbursements," but on a more limited scale. The most recent study of this general type is the one made by the United Steelworkers of America for workers in the steel industry.

These studies are very expensive, both in cost and man hours. Generally, therefore, they are not confined to small segments of workers, but applied to broad masses. When the living standards and wages of a specific group of workers employed in a specified plant or industry are under consideration existing data generally are not of direct value. It is advisable to prepare a special expenditure study, as was done by the steelworkers.

HOW THEY ARE CONDUCTED

An expenditure study is an intricate undertaking, which, like the budget studies, requires the aid of skilled technicians. Inasmuch as it is seldom possible to include all families concerned in the study, the customary practice is to use a sample. Exactly what types of families are to be included must be decided, as well as the criteria to be used in the selection of the final sample of families. A survey, by competent experts, is then made of their income and detailed expenditures for an entire year.

If the study is to remain objective, the sample used must be reliable—that is, of sufficient size so that the addition of reports from more families does not materially alter the results. It must also be proportionate—that is, family types, sizes, races, and other pertinent and distinguishing characteristics should be represented in the sample in the same proportion in which they exist in the entire group of families covered by the survey. The reliability of the sample is usually easy to achieve if certain basic rules are followed. But proportionality is difficult to attain and is often overlooked, thus offering the possibility of serious bias in the results.

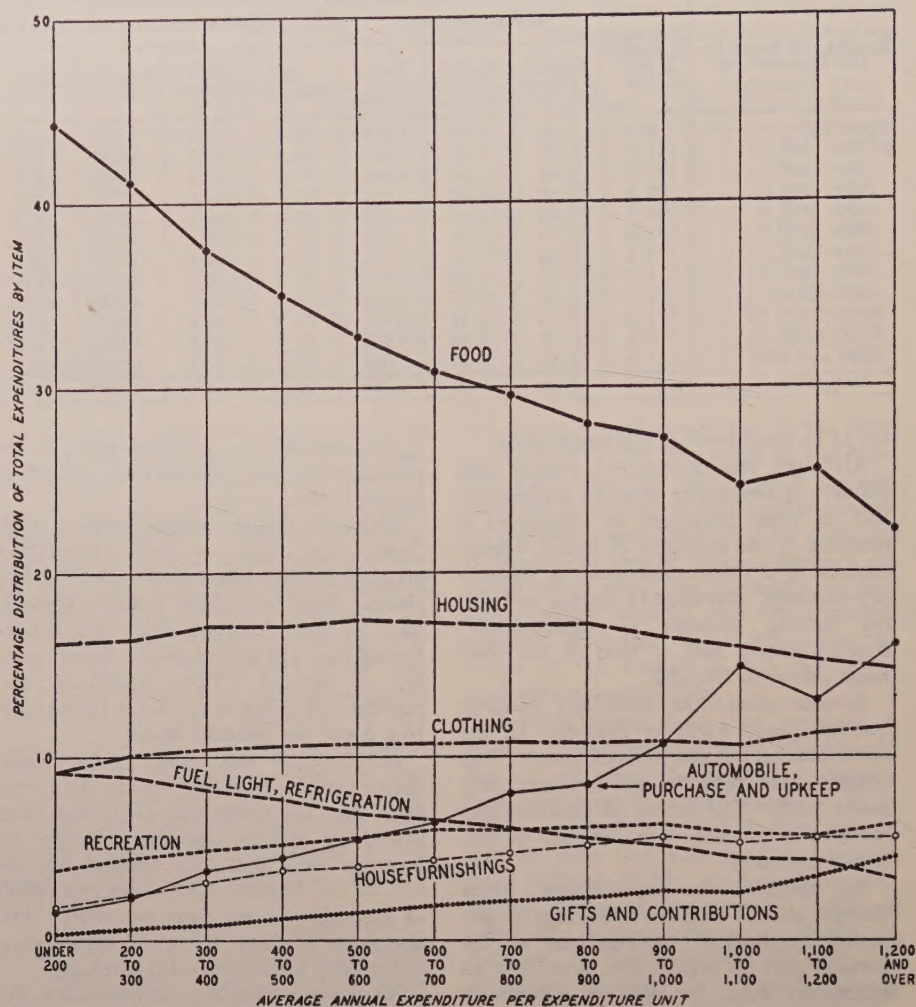
USE AS STANDARDS

Expenditure studies are said by some analysts to be of little or no value in measuring the adequacy of wages to provide a desired standard of living—that they only show how much families spend, without regard to the standard represent-

¹Ibid.
²"Study of Consumer Purchases," United States Department of Labor.

CHART 1: EFFECT OF THE ECONOMIC LEVEL OF WHITE FAMILIES ON THE PERCENTAGE DISTRIBUTION OF THEIR EXPENDITURES, 1934-1936

Source: Bureau of Labor Statistics



ed by such spending. But experienced analysts find expenditure studies a rich source of data for ascertaining the relative well-being of groups of workers in relation to other groups or to artificially established standards. Experts familiar with family expenditure studies find within the data collected in the course of a family expenditure study a wealth of clues, such as the proportion of expenditures going to purchase food, or the household facilities possessed, or the withdrawals or additions to savings which indicate relative living standards. Charts 1 and 2 illustrate how an analysis of expenditure patterns alone gives a clue to family well-being.

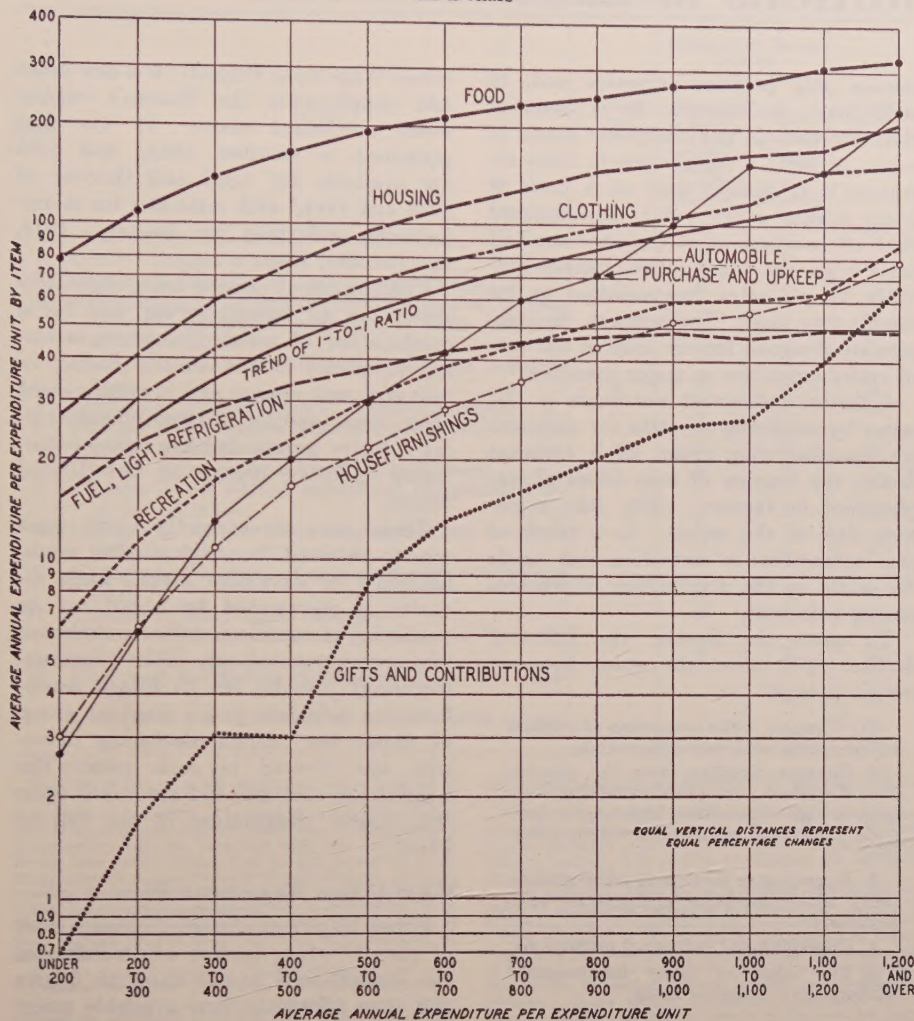
In Chart 1, which shows the proportion of total expenditures devoted to various items at different consumption levels (standards of living), the decline in the share devoted to certain items is not only caused by the fact that expenditures for

these items do not advance as rapidly as total expenditures, but largely by the fact that family size declines steadily from the lower to the higher economic levels. Food is an illustration. As a family's standard rises, a smaller proportion of its total disbursements is spent for food; most of the drop shown in Chart 1, however, is caused by the fact that in the "\$200 and under" group there are 6.64 mouths to feed while in the "\$1,200 and over" group there are only 2.00 (or 5.71 food expenditure units against 1.90). On the other hand, gifts, recreation and automobile expenses rise perceptibly despite the decrease in size of family.

Chart 2 presents a much clearer picture in showing expenditures per expenditure unit for the selected items at each level. This eliminates the influence of changing family size. The solid line in the middle of the chart denotes the "1 to 1 ratio," or the trend of equal percentage increases

CHART 2: EFFECT OF THE ECONOMIC LEVEL OF WHITE FAMILIES ON THE DISTRIBUTION OF THEIR DOLLAR EXPENDITURES, 1934-1936

Source: Bureau of Labor Statistics
In Dollars



in item expenditures and total expenditures. Where the curve of an item rises more rapidly than this line, then the expenditure for this item is becoming a larger share of total expenditures. Where it rises less sharply, as in the case of the food curve, it denotes that a smaller proportion of total expenditures is devoted to this item as the economic level rises. In this chart, it is readily apparent how, as the standard of living rises, the proportion of total expenditures spent for "optional items" increases and the proportion for "necessities" declines. These facts can be used in evaluating the relative standard of living represented by the results of an expenditure study.

Overlooked, also, is the fact that the same experts who can compile artificial budgets advocated by such critics are also competent to analyze the existing real budgets of families as shown by their ex-

penditures and to determine if these are above or below any desired standard set.

Of course, there are pitfalls in this approach. For example, if the results of an expenditure study show that the average family has an inadequate diet but at the same time an excess of luxury expenditures in comparison with the agreed standard of measurement, the skilled analyst could readily determine whether the excess of nonessential expenditures could provide for the deficiency in diet. If so, the income of such families could be adjudged adequate, if properly spent.

Naturally, the grand total of family expenditures by itself is of no significance. It is only in analyzing what it buys, or could buy if properly spent, that the value of this type of study becomes apparent. It has the definite advantage that there is much room for optional, regional or racial variations in habit within

the framework of a specific standard of living.

An excellent example of the use of this approach is given in the United States Bureau of Labor Statistics bulletin, "Money Disbursements of Wage Earners and Clerical Workers, 1934-36."

POSSIBLE MISUSES

The greatest danger of this method is the use of improper techniques in the conduct of the study. Failure to sample properly, to define amply the purposes and coverage of the study, and lack of an objective approach would tend to negate the obvious advantages of a well-performed expenditure study.

A second pitfall would be an inaccurate analysis of the results of the study. If the study is not technically sound, no correct conclusions can, of course, be derived from it. But the mere fact that the methods employed are satisfactory does not guarantee correct conclusions. There is also chance for biased interpretations of the results, an opportunity to read into the results a desired objective. There is the chance for an error of omission, as well as commission, such as was made in the report of the steelworkers' union that the standard represented by the expenditures of steelworkers' families in wartime could not be maintained when reduced hours of employment after the war reduced weekly incomes. This statement overlooked the logical decline in the price level that would probably accompany reduced wages resulting from a shortened work week. Reasoning of the subjective type is exemplified by union consideration of war-bond purchases, insurance premiums and social security payments as expenditures rather than as savings.

Conclusion

Both budget studies and expenditure studies have value in the establishment of wage rates. They can satisfy a need not supplied by cost of living indexes, by estimating the relative standard of living provided by varying wage levels. They can also provide a means of estimating the amount of wages required to meet a predetermined standard of living. Much of the framework within which these studies are made is subject to predetermination. When such studies are to be used in wage negotiation, therefore, it is advantageous for both labor and management to come to agreement on the methods to be employed before the work is undertaken.

G. CLARK THOMPSON

MARY A. WERTZ

Division of Labor Statistics

¹Ibid., Summary Volume.

Recent Additions to Labor Statistics

WORLD WAR II, like its predecessor, has been responsible for important forward strides in the collection and dissemination of statistical data.

With the advent of war, the long-familiar series of data on weekly and hourly earnings, which have served to provide valuable statistical guideposts for so many years, needed supplementing.

In the general field of labor statistics, the United States Bureau of Labor Statistics has made several contributions. They have in large measure resulted from investigations conducted at the request of agencies responsible for the regulation and stabilization of wages.

Under normal conditions, with little or no overtime and extra work shifts, hourly earnings afforded an approximate measure of wage rates. Wartime requirements brought marked changes in hours of work with attendant overtime at premium rates and extra compensation for working on second and third shifts. These conditions, coupled with changes in the relative importance of civilian and war industries, and in the age and sex of the labor force, pointed to the need for new statistics. This need was accentuated by the government's policy of regulating wages on the basis of rates (Little Steel formula) and by requirements of regional war labor boards for the establishment of reliable wage-rate brackets under the wage-stabilization program.

COMPREHENSIVE SERIES

Three sets of data, with a comprehensive coverage, performing at least a part of this general function, have been established and published by the Bureau.

The first, *estimated straight-time average hourly earnings*, is derived from the basic series on gross weekly and hourly earnings of factory workers. It was first published in November, 1943,¹ and is being currently maintained.²

To reduce gross average hourly earnings to straight-time average hourly earnings it is necessary to determine what percentage factors should be applied to eliminate the effects of overtime payments. These factors were derived from an analysis of the hours of work in 117 manufacturing industries.³

As the Bureau has pointed out, these

¹See *Monthly Labor Review*, November, 1943, pp. 878-884.

²*Ibid.*, February, 1945, pp. 387-388.

³See mimeographed release dated August 20, 1942, and *Monthly Labor Review*, November, 1942, p. 1053-1056.

factors only produce estimates and, as such, have limitations. It is assumed that overtime is paid only for hours in excess of forty a week, when in some instances it is actually paid on a basis of hours worked a day. It is also assumed that all overtime is at time-and-one-half rates when sometimes actual practice provides for no extra compensation or for double-time rates. Furthermore, the factors are designed for use only in the case of entire industries or major branches.

A further refinement was made to this series by weighting the data for each major manufacturing group by a constant factor, the number of man hours of employment in January, 1939, (the beginning date of the series). As a result of this refinement, a correction was made for shifts in the distribution of workers among industries.

To quote the Bureau, the following factors which affect the series, however, remain present:

- "1. Changes in the proportion of workers on late shifts with rate differentials;
2. Changes resulting from the possible shift of workers during this period from low-wage to high-wage or from high-wage to low-wage plants and occupations within industries;
3. Increasing or decreasing labor productivity under incentive methods of wage payment;
4. Upgrading and individual promotions;
5. The influx of many inexperienced workers into manufacturing."

Three separate averages for all manufacturing, durable goods, and nondurable goods are available for January of 1939 and 1940; January and July of 1941; January, April, July, and October of 1942; January and April of 1943; and monthly since July, 1943.²

What Straight-time Earnings Show

The most recent data show that between January, 1939, and November, 1944, average weekly earnings in all manufacturing industries rose 101.8% and average hourly earnings 63.4%, while estimated straight-time average hourly earnings increased only 54.1%. After allowance for shifts in the distribution of workers among industries, this last percentage was reduced to 41.6.

The second series, *urban wage-rate changes* (an outgrowth of the Occupa-

¹*Monthly Labor Review*, November, 1943, p. 881.

²Data for other months and using January, 1941, and October, 1942, for weights are available upon request.

tional Wage Rate Project), is a new index and supplements the Bureau's regular series mentioned above. It was first published in October, 1944,¹ and data are available for April and October of 1943 and 1944,² with estimates for manufacturing industries for January, 1941, and October, 1942.

Changes are at present being separately shown for all manufacturing, and for a combination of selected nonmanufacturing industries in the United States, in nine economic regions and in twenty-eight urban areas; and for fourteen manufacturing industry groups and five nonmanufacturing industry groups in the United States.

These data are currently based upon reports obtained from about 6,600 establishments in sixty-nine areas. Each industry is represented by about ten to twelve key occupations (office and clerical jobs are represented only under nonmanufacturing); usually ten to fifteen manufacturing industries and a constant group of about ten nonmanufacturing industries are covered in each area. The weights are constant and are based upon employment distribution in the fall of 1943.³

What Urban Wage-rates Show

Urban wage-rate changes eliminate most of the disturbing factors which influence the straight-time hourly earnings figures and thus afford the best available measure of changes in rates of pay. Comparative data for the period January, 1941, to October, 1944,⁴ show the following percentage increases:

All manufacturing

Average weekly earnings.....	76.2
Average hourly earnings.....	51.0
Estimated straight-time average hourly earnings ¹	36.1
Urban wage rates ²	30.2

¹Weighted by January, 1939, man hours of employment.

²Partially estimated.

The major factors influencing the Bureau's specialized measures of changes in wages are summarized in the accompanying table.

This table illustrates what has been accomplished by the methods employed in estimating straight-time earnings and

³See *Monthly Labor Review*, October, 1944, pp. 684-704.

⁴For latest figures see *Monthly Labor Review*, February, 1945, pp. 379-386.

⁵For greater detail see *Monthly Labor Review*, October, 1944, pp. 690-691.

⁶*Monthly Labor Review*, February, 1945, p. 380.

Major Factors Influencing Specified Bureau of Labor Statistics Measures of Wage Changes¹

Source: *Monthly Labor Review*, October, 1944

Item No.	Factor	Urban Wage Rates	Straight-time Hourly Earnings		Gross Hourly Earnings
			Adjusted to Eliminate Inter-industry Employment Changes	With Industry Weights as Currently Reported	
	(a)	(b)	(c)	(d)	(e)
1	General changes in hourly rates.....	² X	X	X	X
2	Changes in liberality of basis for incentive pay.....	² X	X	X	X
3	Adjustments in the hourly rates of individual workers (or small groups) in recognition of merit, length of service, etc.....	X	X	X	X
4	Changes in the output of workers paid on incentive basis.....	³ X	X	X	X
5	Changes in the prevalence of incentive payment.....	³ X	X	X	X
6	Changes in the relative importance of individual companies or establishments.....	⁴ X	X	X	X
7	Changes in the composition of the labor force.....	(⁵)	X	X	X
8	Changes in the relative importance of individual regions or localities.....	....	X	X	X
9	Changes in the provisions for premium pay for work on extra shifts.....	....	X	X	X
10	Changes in the extent of extra-shift work at premium pay.....	....	X	X	X
11	Changes in occupational structure.....	....	X	X	X
12	Changes in the provisions for premium pay for overtime work.....	....	X	X	X
13	Changes in the relative importance of individual industries.....	....	....	X	X
14	Changes in the prevalence of overtime work at premium pay.....	....	....	....	X

BLS NOTES:

¹The list of factors is not exhaustive, but is believed to include the most important factors influencing wage changes in a group of industries. (As applied to individual industries or establishments the list would require modification.) Nonincentive bonuses, vacations with pay, and similar factors have been excluded from the list because they are rarely reflected in measurements of wage changes. Changes resulting from revised definitions, such as the revision involved in the portal-to-portal decision in coal mining, have also been ignored for present purposes. The measures of wage changes referred to in this table have appeared in recent publications of the Bureau of Labor Statistics.

²Factors 1 and 2 constitute "general wage changes" and are referred to jointly by this term in a later section of this article. As a matter of research procedure, general wage changes are considered to include those wage changes that affect 10% or more of the workers (or all of the workers in any key occupation) in an establishing; changes that

affect smaller groups are considered as individual adjustments (factor 3).

³These factors are permitted to influence the measurement of changes in urban wage rates only because they cannot readily be separated from item 2. In special tabulations, however, it is possible to eliminate the influence of all three factors (2, 4, and 5).

⁴The influence of this factor is allowed only in the interest of simplifying tabulating procedures and because it is believed to be unimportant; it can be excluded if desirable.

⁵The influence of this factor on the measure of urban wage rates has been largely eliminated by the assignment of separate constant weights to men and women workers, and by the distinction between learners and experienced workers. Under certain circumstances, however, labor turnover among experienced workers of the same sex may affect somewhat the average wage rates of individual occupations.

wage-rate changes in eliminating the effect of some of the heretofore unmeasured influences in wage statistics.

The third set of figures, *intercity variations in wage levels*, acts as a corollary to the other two series by affording a cross comparison of average hourly wage rates for specified occupations in certain urban areas. It was published in August, 1944,¹ and applies to the spring and summer of 1943. A project for more recent data is under contemplation by the Bureau.

Data are presented showing average hourly wage rates for twenty-six manufacturing and nine nonmanufacturing occupations in thirty-one urban areas with a population of 250,000 or more. They were derived from occupational wage-rate information already collected by the Bureau. The only cities of greater than 250,-

000 population not included are New York, Newark, Omaha and Rochester, which were omitted because of insufficient basic data.

Twenty of the twenty-six manufacturing occupations are largely confined to metal working, but three classes of bakery employees, male and female janitors, and male hand truckers are also covered.

The nonmanufacturing occupations include male and female paying and receiving tellers, three classes of power-laundry employees, male and female elevator operators, file clerks, and switchboard operators.

OCCUPATIONAL WAGE DATA

Collection of hourly wage-rate data, or straight-time hourly earnings data, by industry, locality and occupation has generally fallen into three phases since 1941.

At the outset of World War II there was little of this sort of information available from either public or private sources. With augmented demands for the data from the National Defense Mediation Board and then from the National War Labor Board, studies were made by the Bureau with increasing frequency.

The initial studies¹ were miscellaneous in character, since they were largely confined to local situations and were made to provide answers to local problems. But when the wage-stabilization program was begun in October, 1942, the demands for such information multiplied.

The first formalized series of reports was issued in the last half of 1942 and early 1943 and, in the main, was based upon data covering the spring and summer of 1942. It was entitled "Survey of Earnings in Machinery and Allied Industries" and was divided into two parts. Series "I," numbering over thirty reports, covers basic equipment industries in the group, ranging from agricultural machinery through refrigerating equipment to measuring and dispensing pumps. Series "II," numbering eleven reports, covers electrical industries, including those producing carbon products, batteries, and measuring instruments.

As the demand for this type of data rose, it became obvious that a more extensive, systematic and economical system for its collection was required. Plans for the "Occupational Wage Rate Project" were completed by the Bureau in January, 1943, and collection of statistics was begun in April, 1943. What has been referred to as the "first round" of these data was collected through October, 1943. They came from more than 60,000 establishments in manufacturing and nonmanufacturing industries, and from more than 400 localities, which included nearly all cities of 25,000 population or more. Some 50,000 of these establishments served as the basis for extensive regional reports to the WLB. The "second round," mostly collected in 1944, represented a repeat survey in a limited number of industries and was a further expansion of the data obtained during the first round. It is expected that subsequent material of this nature will be on more of an industry basis, with supplementary releases for cities of a population of 100,000 or more in which a particular industry is important.

The "Occupational Wage Rate Project" reports include data primarily on straight-time hourly earnings. Some information on entrance rates is also available. Where possible, earnings of piece-rate workers

¹See various issues of the *Monthly Labor Review* in 1942 and 1943, and mimeographed releases.

¹*Monthly Labor Review*, August, 1944, pp. 237-250

are shown separately from those of time workers. Also, union and nonunion plants are frequently separated.

The reports have an over-all classification by regional offices and within the regional offices are specifically labeled as to industry and geographical coverage.¹ Since all occupations in all industries in all localities could not feasibly be covered, key jobs in "characteristic" industries in selected communities are used. Generally speaking, only first-shift workers have been studied in order to eliminate the effects of late-shift premiums. All workers within a job classification, however, are used where weights are necessary.²

In selecting key jobs, the Bureau divided the manufacturing labor force into seven functional categories:

1. Maintenance and repair of plant and equipment;
2. Plant supervisors;
3. Processing;
4. Inspection and testing of product;
5. Recording and control of raw materials and the flow of work;
6. Material movement;
7. Custodial service

In general, each of these functions is

¹Unpublished material in this series for certain industries and localities is available at the Bureau of Labor Statistics upon request.

²For a detailed explanation of the "Occupational Wage Rate Project," see *Journal of The American Statistical Association*, December, 1943, "Statistics for Wage Stabilization," by Robert J. Myers and Harry Ober, pp. 425-437.

represented by one or more jobs in an industry survey.

A sample report, picked at random, covers petroleum refining in the Philadelphia area. It is dated October, 1943, and was released February 24, 1944. It covers straight-time hourly earnings (exclusive of premium payments for overtime but including incentive earnings) and shows the general average, lowest plant average and highest plant average. These specific jobs are covered under the functional categories:

Male:	Maintenance.....	11
	Processing.....	19
	Material movement.....	2
	Recording and control.....	1
	Custodial.....	3
Female:	Processing.....	2
	Custodial.....	1

These data, with their multiplicity of detail, are a most valuable contribution not only to the successful conduct of the wage-stabilization program but also to a better understanding of prevailing wages. It is only regrettable that their cost of preparation in dollars and man hours is so high as to preclude their repetitive compilation at regularly recurring intervals—say every six months.

ROBERT A. SAYRE
Division of Labor Statistics

Trends in Collective Bargaining

AFL Housing Program

Harry C. Bates, President of the Bricklayers, Masons and Plasterers Union (AFL), and chairman of the AFL housing committee, outlines in an article which appears in the *AFL Weekly News Service* of February 27, 1945, a program for post-war housing that would continue the federal housing agencies after the war.

"The cooperative effort of the federal housing agencies during the wartime emergency should," he says, "be continued after the war and should be facilitated by making the National Housing Board we have recommended a permanent arm of the Federal Government.

"The National Housing Board should be given prime responsibility in the task of long-term scheduling of public works directly related to housing and urban construction so that emergency spending in this field will not be hasty and haphazard, but will fit into the long-range development of the United States.

"The great majority of veterans paying high interest charges and maintenance costs will not be able to maintain a home

when they attempt to buy one. We urge that interest rates on the veterans' housing loans be substantially lowered.

"There should be an adequate grace period to tide over veterans in the event of default. In the event of the veteran's death, provision should be made to assure the security of the home to his family and to prevent speculative resale of the property by the mortgage lender.

"The present law exposes the veteran to the danger of the worst fleecing of any group in the community. Overvaluation possibilities alone can be disastrous to him."

Apprentices

A four-year apprentice training program is prescribed in a clause of collective bargaining agreement between the Westinghouse Electric & Manufacturing Company and UE (CIO) Local 601.

Apprentices are subject to a probationary period of six months, following which an agreement of indenture is to be entered into between the company, the apprentice, his parents or guardian. Appli-

cant should be 18 or 19 years old and have the equivalent of a high school education. Applicants will not be considered after their twenty-first birthday.

Occupations which require four years of "trades training" are machinist journeyman, toolmaker, diemaker, patternmaker, printer, bricklayer, powerhouse operator, foundryman and forge toolmaker. A certificate is given on completion of the course.

The collective bargaining agreement also has a detailed "training school" clause which provides for present employees and applicants for employment to train themselves for "semiskilled operations."

Union Representation

A single union steward is to represent employees under one foreman, according to a collective bargaining contract recently negotiated between a CIO union and an important heavy industry. He is to serve as the exclusive union representative for any grievance arising in the foreman's jurisdiction.

One chief steward only is to represent employees under each superintendent but the chief steward may be accompanied by the steward who handled the grievance under the first step, or by another steward if the first is not available.

At the next higher level, a divisional grievance committee represents geographically designated employees, and above this a general grievance committee represents all employees in the bargaining unit. At this fourth step an international union representative may be present.

Under Step 1 stewards act without loss of pay in discussing grievances with the aggrieved employee, with the employee's immediate supervisor, and with the chief steward. Under Step 2 chief stewards act without loss of pay when discussing grievance with the aggrieved employee, with the steward who first handled the grievance, and with the superintendent.

Grievances are to be handled with the least possible interference with production and efficient operations. The company may revoke the privileges of the stewards and chief steward, after notifying the union that privileges are being abused and in the event the abuses are not corrected by the union. Disputes that may arise under this provision shall be taken up under the grievance procedure outlined in the contract.

Steps 3 and 4 will be taken at a mutually convenient time before or after work or on the committee members' own time. Meetings called by management, however, will not result in loss of pay for

regularly scheduled hours of union representatives.

This agreement states:

"As ordered by the National War Labor Board: 'A grievance is defined to be any difference which may arise between the parties, or between the Company and an employee covered by this agreement as to:

"Any matter relating to wages, except general wage adjustments, and including but not limited to incorrect classification within a given occupation, or incorrect classification as to occupation, hours of work or working conditions not covered by this agreement; and

"Any matter involving the interpretation or violation of any provisions of this agreement.'"

Veterans' Reemployment Aspects

Many companies and unions have treated probationary employees as temporary employees within the meaning of the Selective Training and Service Act.

Commenting on this procedure, the Selective Service System has reported to a usually reliable source its opinion that "the question of whether the position which a veteran left in order to enter the Armed Forces was or was not a 'temporary position,' within the meaning of Section 8 of the Selective Service Law, cannot be determined solely on the basis of the job title or employee designation that the veteran had at the time of leaving. It is our position that the question must necessarily be resolved on the basis of the actual scope and purpose of the hiring, the circumstances of employment, the employment agreement, express or implied, written or oral. In studying this question in the individual case, of course, the terms and provisions of a collective bargaining agreement under which the veteran may have been hired must be weighed as evidence. A 'probationary worker' would not, therefore, be in a 'temporary position' simply because he is called a 'probationary worker.' Any person whose employment status is uncertain because he is in the process of undergoing a period of trials or tests to determine his fitness or eligibility to be hired for a particular job on a permanent or indefinite basis, would be in a 'temporary position.' That uncertainty of employment status would render the position a 'temporary position' regardless of whether or not the person in that status is called a 'probationary worker.' Conversely, when that element of uncertainty is not present the position is not a 'temporary position' even though the worker may be called a 'probationary worker' for other purposes, such as to determine the time at which certain rights

and benefits are to be made available to the employee; for instance, seniority, pension or vacation rights and insurance benefits."

One-year Employment

In a certain industry it is customary to hire new wage earners into common labor pools and to promote from the common labor pools in accordance with various promotional sequences in seniority units. As a result of a rapid upward progression, a man may enter the Armed Services from a position belonging to another man on military leave or to another employee who has moved up to fill the position of a man on military leave. In fact, the late draftee may leave a position five or ten notches up the promotional sequence from the one to which he can rightfully lay claim. May the employer engage the returning veteran temporarily in a higher position than that to which he is entitled without giving him a one year tenure in that position?

This question has been answered in the affirmative by the Selective Service System which takes the position, according to the same source as quoted above, that "a veteran's right to be retained in employment for a period of one year after reinstatement is limited to the position which he left in order to enter the Armed Forces plus any rights and benefits, including promotions, to which he is entitled solely on the basis of his length of service with the employer, including the time spent in the Armed Forces."

Work Loads and Piece Rates

According to a collective bargaining agreement between a midwestern woolen mill and the Textile Workers Union (CIO), work loads, machine assignments and piece rates are to be determined on the basis of scientific job analyses, including time studies. Allowances are to be made for fatigue and other factors.

In the event that it is necessary to change work loads or machine assignments in order to obtain and maintain efficient and reasonable machine and labor standards, at least seven days' notice shall be given to the general shop committee of the union. This provision, however, does not pertain to changes in machine assignments or work loads which are made in order to process stock in accordance with mill or customer requirements, or to adjustments which may be made to improve the running of work. These matters will be discussed with the general shop committee in an effort to arrive at an immediate accord.

Upon giving the union seven days' no-

tice of proposed changes the company is to furnish the union with detailed job specifications and specific data concerning the proposed machine assignment, work loads and piece rates, guaranteed minimum wage rates and expected earnings. Proposed changes are to be subject to a trial period of four weeks; and if no agreement regarding standards and piece rates is reached within two weeks after the company notifies the general shop committee of the proposed changes, the company may apply new work assignments or piece rates for the trial period. This period may be extended an additional four weeks by the consent of both parties. Workers are guaranteed their former hourly earnings during the trial period. If the union believes that the machine assignments, work loads and piece rates the company has put into effect are unreasonable or inequitable, it may have recourse to the grievance and arbitration procedures outlined in the contract.

The union agrees to promote efficiency among its members to help the company meet price competition.

ABRAHAM A. DESSER
Management Research Division

Sickness Compensation in Rhode Island

MANY proposals have been advanced for the provision of sickness benefits through the enactment of state laws or through the expansion of the Social Security Act. Rhode Island was the first state to enact such a law, which became effective May 14, 1942. The system is financed by the proceeds of a 1% tax deducted from the workers' wages. Benefits are payable for not more than twenty-one weeks a year. They are based on the employee's earnings during a period immediately preceding the year in which payments are claimed. In one year they may range from \$34, based on earnings of \$100, to \$364.50, based on earnings of \$1,800 or more.

The Bureau of Labor Statistics conducted an investigation on the operation of the law during the period from May, 1942, to October, 1944. During that period, a fund of \$10,213,128 was accumulated under the law. During the first year, benefits of \$3,881,162 were paid to 32,624 claimants, 45% of the total going to 14,239 males and 55% to 18,385 females.

At the end of the first year of operation the balance in the fund was reduced to \$3,510,177. Partially because of relaxations in requirements under amendments to the act, expenditures increased in re-

lation to income and in the seven months ending October, 1944, exceeded income by more than \$600,000. The balance in the fund was reduced to \$2,758,685 by that time.

As a result of the meagerness of the amount in the fund and experience in administering the act, the state unemployment compensation board has recommended certain reforms, such as elimination of double-benefit payments (*e.g.*, sick bene-

fits and workmen's compensation) and the narrowing of the definition of sickness, which would in general tighten up the act. On the other hand, experience with the act has caused the covered employees to resort to its benefits more and more and to work for amendments to broaden its coverage. The future of the experiment seems to rest upon the ability of the two groups to arrive at a workable compromise. F. B. B.

Wage and Salary Stabilization

AN interesting example of procedure followed in establishing sound and tested going wage rates is provided in the case of the ferrous-wire drawing industry in New England. The Boston regional war labor board announced in advance that on February 26 a public hearing would be held in Worcester, Massachusetts, for consideration of the rates recommended by the board's wire advisory panel. The meeting was designed to serve a three-fold purpose: (1) to explain the background, purpose, method of establishment, and application of approvable wage rates; (2) to receive written and oral evidence from representatives of public, labor and industry who may feel that the rates are incorrect; (3) to answer questions which might be raised in connection with the approvable rates. Single rates recommended include the following:

Job Classification	Approvable Single Rate for Time or Incentive Workers (per Hour)
Wire drawer, frame, dry, 12"-16"	\$1.28
Wire drawer, continuous, dry, low carbon, 12" and over.....	1.08
Oil tempering furnace operator...	1.45
Round die maker, Class A.....	.98

The approvable rates apply to all ferrous wire-drawing plants in New England that meet at least one of the following qualifications: (1) plant must have ferrous wire as one of its final products. The amount sold does not matter but it must sell some of the wire it draws; (2) plant must have ten or more wire drawers.

GUIDE RATES

Although the directive order of the National War Labor Board in the case of the Ernest M. McCulloch Logging Company and the International Woodworkers of America (CIO) made public February 11, involves only about 45 workers engaged in a logging operation in the McKenzie River section of Oregon, it makes

available for the first time in a written opinion of the board a general account of the development of the "guide rate" policy. Guide rates are not the same as wage brackets, but are used as guides in correcting intraplant inequities under the board's authority to effect reclassifications. Following are significant excerpts from the board's opinion:

"While general industry practice may be considered in both interplant and intraplant inequity cases, the essential distinction is that interplant inequities are judged from the standpoint of comparisons of actual rates in the various plants whereas intraplant inequities are viewed primarily from the standpoint of comparing internal differentials in one plant with the differentials prevailing in other plants. While one looks to rates paid elsewhere in the industry in the case of intraplant adjustments, the question is not one of comparing rates for Job A or Job B in one plant with rates for the same jobs in other plants, but rather a comparison of the differential between Job A and Job B in one plant with the differentials between these jobs as found in other plants. However, if one could proceed from a common base point in all of the plants concerned, the study of wage rates and wage differentials would in effect amount to one and the same thing. If, for example, Job B in all the plants concerned were paid the same rate, then the study of rates paid for Job A would at the same time provide a picture of industry practice with respect to differentials between the rates for Job A and Job B.

"It is this very situation which distinguishes the West coast lumber industry from many others and which is the basic condition whereby the guide rate principle was established. The West Coast Lumber Commission has not only effected general increases for each of the major divisions and branches of the industry but has established within each division a uniform basic minimum wage. These minimum rates were established in the so-called first round of industry-wide cases

decided by the Commission in December, 1942, and the first months of 1943.

"In a situation such as that in the lumber industry, where uniform base rates have been established, the application of guide rates as set forth in the April 25 Resolution is a more realistic approach to the problem of wage stabilization than the use of wage brackets. The wage bracket principle is applicable in the more usual situation in American industry where rates all along the line exhibit variation from plant to plant within the local labor market area. Where virtually all plants have been stabilized at a uniform basic minimum rate, however, the application of brackets to the classifications above common labor might result in upsetting the normal internal relationships in the wage structure of the industry. To say, for example, that common labor shall receive 90 cents and at the same time to apply a rate 10% below the average rate for each of the skilled and semi-skilled classifications would result in the disruption of differentials, many of which are of long standing. Having established, prior to the issuance of Executive Order 9328, uniform basic minimum rates the guide rate principle is especially adapted to complete the program of wage stabilization within the West coast lumber industry and to minimize wage rate inequities to the maximum extent possible within the limits of cost which are defined in Executive Order 9328."

JOB EVALUATION

The United States Conciliation Service looks upon job evaluation as an effective instrument for correcting intraplant inequities. The technical division, under the direction of its chief, Walter C. Taylor, assists both employer and union with an evaluation program upon joint request. In a bulletin on job evaluation issued in February, Mr. Taylor emphasizes the importance of naming to the evaluation committee competent and fair-minded persons capable of performing the detailed and objective work involved. He suggests that the evaluation committee be composed of no less than four and no more than eight voting members, equally representing labor and management.

SUBSTANDARD ADJUSTMENTS

General Order No. 30 provides that pay increases may be made up to 50 cents per hour without WLB approval if such increases do not have an adverse effect on prices. On February 28 the War Labor Board issued instructions to its regional boards and commissions concerning the limitations imposed by General Order No. 31 on these adjustments. Following is the full text of these instructions:

(Continued on page 79)

Chronology of Labor Relations

February

1 *House Passes May-Bailey Bill*

By a vote of 246 to 165 Congress passes May-Bailey bill for "limited national service" and sends it to the Senate.

2 *War Workers Increase*

Figures from the War Manpower Commission indicate that for the first time since November, 1943, there is an upward trend among war workers. December, 1944, shows a net increase of 50,000 workers, in contrast to the drop of 100,000 a month in 1943.

3 *Manpower and Sports*

Thirty leading steel company executives propose to War Mobilization Director Byrnes that major sporting events, such as baseball, football and boxing, be continued because these sports are "a great stimulus to war production."

4 *Postwar Jobs for Women*

New York State's women war workers stand a "fifty-fifty" chance of continued employment in the postwar period, according to a survey among 304 employers reported by the Industrial Commissioner of New York State.

5 *World Trade Union Conference*

Because the Russian trade unions could control the London meeting of the World Trade Union Conference with a claimed membership of 27,000,000, the congress acts to make decisions by "general agreement" rather than by majority vote of its constituents who claim to represent 50,000,000 workers.

6 *Third Shift Discontinued*

Because of a manpower shortage, the Federal Shipbuilding and Dry Dock Company of Kearney, New Jersey, announces a reduction in shifts from three to two.

7 *Favor Job Draft*

Secretary of the Navy James Forrestal and Under Secretary Ralph Bard say that manpower draft is necessary to insure rapid repair of damaged vessels.

8 *Labor Commentator Assails Petrillo*

J. Raymond Walsh, CIO economist, states that James C. Petrillo, President of the American Federation of Musicians, should be "put in his place" by organized labor because

of his ban on the National Music Camp at Interlochen, Michigan.

9 *WLB and Fringe Issues*

Industry, labor and public members of the NWLB recommend to Director of Economic Stabilization Fred M. Vinson that they be given power to settle fringe issues (night differentials and vacations) without submitting cases to OPA.

10 *Capitalism Course*

In cooperation with the Pittsburgh Chamber of Commerce, the University of Pittsburgh School of Business Administration is conducting courses on current and postwar economic problems, to "teach the facts of capitalism to capitalists."

11 *CIO and Political Action*

Philip Murray, CIO president, urges CIO local unions to prepare for political election contests in 1945 and 1946.

12 *Union Suspends Local Officers*

The International Executive Board of the UAW (CIO) suspends all sixteen officers of Local 669 at the Wright Aeronautical Corporation, Paterson, N. J., because of "many delinquencies and irregularities as well as improper applications of the funds of the local."

13 *Nonessential Workers Lose Homes*

Residents of fourteen apartments in three war-housing projects in Newark, N. J., are ordered to move because the breadwinners do not work in war industries.

14 *Economic Sanctions*

E. A. Laboratories in Brooklyn, N. Y., lose work and materials for refusing to abide by WLB decision.

15 *Federal Aides Deferred*

As of December 1, 1944, 265,909 government employees qualified for military service have been deferred.

16 *Strike Rise*

The Automotive Council for War Production blames trade unions with the President's backing for a 500% increase in automotive plant strikes as compared with prewar years.

17 *Department Store Union Drive*

The United Retail, Wholesale and Department Store Employees (CIO) vote \$100,000 to organize department store employees in New York City.

Steel Union Contracts

New collective bargaining agreement

between United States Steel Corporation and United Steelworkers (CIO) signed with severance pay provision.

18 *War Plant Seized by War Department*

President Roosevelt directs the War Department to take over strike-bound American Enka Corporation plant.

19 *Extension of Social Security*

A joint committee report by the American Life Convention, the Life Insurance Association of America and the National Association of Life Underwriters recommends extension of social security to the millions of employees now excluded.

20 *Senate Rejects Labor Draft*

Senate Military Affairs Committee votes 12 to 6 to shelve the May-Bailey bill.

No-Strike Pledge Scrapped

Mr. Emil Rieve, President of the Textile Workers Union (CIO) announces that because his members have lost faith in the NWLB, union has released 100,000 members from the no-strike pledge.

21 *Midnight Curfew*

War Mobilization Director James F. Byrnes orders all places of amusement to close at midnight.

22 *Little Steel Formula Upheld*

Public members of NWLB inform President Roosevelt that Little Steel formula is justified and state that wages are up more than prices.

24 *Coal Dispute*

War Production Chairman J. A. Krug states that "work stoppages in the bituminous fields would seriously and immediately impair steel production."

25 *Railroad Workers' Vacations*

Increased vacation allowances with pay are negotiated for more than 800,000 railroad employees by representatives of the Carriers Conference Committee and the Railroad Brotherhoods.

26 *Strikers Ignore WLB*

At the Dodge plant in Detroit 14,000 strikers ignore orders from the UAW (CIO) union officials and WLB to return to work.

27 *V-E Day*

From 200,000 to 250,000 men will be released from the Armed Forces after the war ends in Europe, according to Brig. Gen. Frank T. Hines, head of the Veterans' Administration.

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, unless otherwise indicated

Item	Unit	1945		1944				Year Previous	Percentage Change	
		Feb.	Jan.	Dec.	Nov.	Oct.	Sept.		Latest Month over Previous Month	Latest Month over Year Previous
Absence rates in manufacturing (BLS)	per 100 employees	....	....	6.4	6.3	6.2	6.3	8.4	+1.6	-23.8
Clerical salary rates										
Billing machine operator.....	mode in dollars	....	....	....	....	25.00	....	....	....	....
Calculating machine or compt' ter operator.....	mode in dollars	....	....	....	....	28.00	....	....	....	....
Office boy or girl.....	mode in dollars	....	....	....	....	20.00	....	....	....	....
Stenographer.....	mode in dollars	....	....	....	....	30.00	....	....	....	....
Telephone switchboard operator.....	mode in dollars	....	....	....	....	30.00	....	....	....	....
Senior copy typist.....	mode in dollars	....	....	....	....	28.00	....	....	....	....
Cost of living										
Food.....	1923=100	111.2	112.1	112.8	111.1	110.8	111.3	110.0	-0.8	+1.1
Housing.....	1923=100	91.0	91.0	91.0	91.0	91.0	90.9	90.8	0	+0.2
Clothing.....	1923=100	94.3	94.2	94.0	93.9	93.6	93.2	91.6	+0.1	+2.9
Men's.....	1923=100	103.6	103.4	103.0	102.9	102.4	102.3	101.0	+0.2	+2.6
Women's.....	1923=100	84.9	84.9	84.9	84.8	84.8	84.0	82.1	0	+3.4
Fuel and light.....	1923=100	96.1	95.8	95.8	95.8	95.8	95.8	96.4	+0.3	-0.3
Electricity.....	1923=100	66.9	66.9	66.9	66.9	66.9	66.9	67.0	0	-0.1
Gas.....	1923=100	94.5	94.5	94.5	94.5	94.5	94.5	94.6	0	-0.1
Sundries.....	1923=100	115.1	114.9	114.8	114.6	114.2	113.8	110.8	+0.2	+3.9
All items.....	1923=100	105.5	105.7	105.7	105.3	105.0	105.0	103.5	-0.2	+1.9
Purchasing value of dollar.....	1923 dollars	.948	.946	.946	.950	.952	.952	.966	+0.2	-1.9
All items (BLS).....	1935-39=100	....	127.1	127.0	126.6	126.5	126.5	124.2	+0.1	+2.3
Employment and unemployment										
Employment over economic labor force.....	thousands	....	p 5,128	p 6,370	r 7,363	r 8,508	r 8,896	4,804	-19.5	+6.7
Total employment.....	thousands	....	p 61,249	p 62,464	63,422	64,540	64,904	60,596	-1.9	+1.1
Agriculture, forestry, fishing.....	thousands	....	p 8,182	p 8,830	10,184	11,444	11,623	8,457	-7.3	-3.3
Total industry.....	thousands	....	p 20,882	p 21,014	21,050	21,162	21,316	21,705	-0.6	-3.8
Manufacturing.....	thousands	....	p 14,880	p 14,971	14,945	15,057	15,231	16,113	-0.6	-7.7
Trade, service, miscellaneous.....	thousands	....	p 32,185	p 32,620	32,187	31,934	31,964	30,434	-1.3	+5.8
Strikes (BLS)										
Beginning in period.....	number	....	p 240	280	375	440	390	r 330	-14.3	-27.3
Workers involved.....	thousands	....	p 44	85	200	220	185	r 113	-48.2	-61.1
Total man days idle.....	thousands	....	p 228	380	710	690	660	r 710	-40.0	-67.9
Turnover rates in manufactur'g (BLS)										
Separations.....	per 100 employees	....	....	p 5.5	6.0	6.4	7.6	6.6	-8.3	-16.7
Quits.....	per 100 employees	....	....	p 4.1	r 4.6	5.0	6.1	4.4	-10.9	-6.8
Miscellaneous.....	per 100 employees	....	....	p .3	.3	.3	.3	.6	0	-50.0
Discharges.....	per 100 employees	....	....	p .6	.6	.6	.6	.6	0	0
Layoffs.....	per 100 employees	....	....	p .5	r .5	.5	.6	1.0	0	-50.0
Accessions.....	per 100 employees	....	....	p 4.9	r 6.1	6.0	6.1	5.2	-19.7	-5.8
Wage earners										
All manufacturing industries (BLS)										
Earnings, hourly.....	average in dollars	....	....	1.040	r 1.035	1.031	1.032	.995	+0.5	+4.5
weekly.....	average in dollars	....	....	47.45	r 46.86	46.94	46.24	44.58	+1.3	+1.4
Hours per wage earner.....	average per week	....	....	45.6	45.3	45.5	44.8	44.8	+0.7	+1.8
Twenty-five manufacturing industries										
Earnings, hourly.....	average in dollars	....	1.099	r 1.086	1.079	1.079	1.080	1.046	+1.2	+5.1
weekly.....	average in dollars	....	50.80	r 49.91	49.42	49.39	49.42	47.56	+1.8	+6.8
Hours per wage earner.....	average per week	....	46.1	45.8	45.6	45.7	45.6	45.2	+0.7	+2.0
Employment.....	1923=100	....	137.5	r 138.0	137.8	138.6	140.4	152.5	-0.4	-9.8
Total man hours.....	1923=100	....	128.8	r 128.5	127.7	128.8	130.2	140.1	+0.2	-8.1
Payrolls.....	1923=100	....	262.5	r 258.9	255.9	257.2	260.7	272.5	+1.4	-3.7
Wage-rate increases.....	average per cent	....	5.3	5.8	6.8	5.3	5.4	5.9	....	....
Workers affected.....	per cent	....	0.2	0.1	0.4	0.1	0.3	0.3	....	....
Manufacture and distribution of gas										
Earnings, hourly.....	average in dollars	....	....	....	....	....	a 1.012	.952	....	+6.3
weekly.....	average in dollars	....	....	....	....	....	a 46.44	42.02	....	+10.5
Hours per wage earner.....	average per week	....	....	....	....	....	a 45.3	43.8	....	+3.4
Generation and distribution of electricity										
Earnings, hourly.....	average in dollars	....	....	....	....	....	a 1.136	1.087	....	+4.5
weekly.....	average in dollars	....	....	....	....	....	a 51.93	47.87	....	+8.5
Hours per wage earner.....	average per week	....	....	....	....	....	a 45.3	43.9	....	+3.2
Class I railroads¹										
Earnings, hourly.....	average in dollars	....	....	....	.985	.981	.980	.896	+0.4	+9.9
weekly.....	average in dollars	....	....	....	52.00	52.40	51.48	47.44	-0.8	+9.6
"Real" weekly earnings.....	1923=100	....	....	....	166.5	168.3	165.3	154.5	-1.1	+7.8
Hours per wage earner.....	average per week	....	....	....	52.8	53.4	52.5	52.9	-1.1	-0.2
Agricultural wage rates per month² (BAE)										
With board.....	average in dollars	....	80.25	....	....	80.50	....	68.08	....	+17.9
Without board.....	average in dollars	....	74.60	....	....	76.40	....	63.01	....	+18.4
New York City metro. area, eighteen manufacturing industries										
Earnings, hourly.....	average in dollars	....	1.108	1.095	1.090	1.090	1.089	1.052	+1.2	+5.3
weekly.....	average in dollars	....	50.86	50.48	49.81	50.14	49.77	49.54	+0.8	+2.7
Hours per wage earner.....	average per week	....	45.9	46.1	45.7	46.0	45.7	45.5	-0.4	+0.9

¹Derived from Interstate Commerce Commission reports.

²As of first day of month.

aJuly, 1944.
rRevised.

pPreliminary.

(Continued from page 76)

"I. Rate Ranges

"A. Any adjustment of a rate range which brings any part thereof above 50 cents per hour requires Board approval.

"B. If the minimum of a rate range is below 50 cents and the maximum of the range is above 50 cents per hour, the minimum may be raised to any point up to and including 50 cents per hour without Board approval. Any adjustment in the maximum rate requires Board approval.

"C. If both the minimum and the maximum of a rate range are below 50 cents per hour, both the minimum and the maximum may be raised to any point up to and including 50 cents per hour.

"II. Relation to General Order No. 31

"A. An employer who has the minimum of one or more of his job classification rate ranges below 50 cents per hour may adjust the rates of individual employees to any points within such rate ranges up to and including 50 cents without Board approval and without offsetting such adjustments against the 5- and 10-cent allowances provided in Sections I-A and II-C of General Order No. 31.

"B. An employer who has the minima of one or more of his job classification rate ranges below 50 cents per hour may hire new employees at rates up to and including 50 cents without regard to the 25 per cent hiring limitation of Section II-F of General Order No. 31.

"III. Retroactivity

"Increases under General Order No. 30 may not be made retroactive to a date earlier than November 11, 1944 (the effective date of General Order No. 30) without the prior approval of the War Labor Board."

NEW SUBSTANDARD RATE

For about two years the breaking point used as a correction guide for substandard wages has been 50 cents. On February 28 the War Labor Board made public its resolution to the effect that henceforth the breaking point is to be 55 cents. This boost of five cents an hour reflects a change in the board's outlook on substandard wages. Demands from various quarters for a higher correction guide will probably continue. The official resolution follows:

"RESOLVED that the Executive Director be instructed to issue instructions to the Regional War Labor Boards to replace the revised instructions of October 29, 1943, as follows:

"The Regional War Labor Boards shall determine what rate or rates up to 55 cents an hour constitute substandard wage or salary rates in their regions for the

purpose of permitting consideration of the proposed adjustments up to the specified minima. Without in any way limiting the discretion of the regional boards to fix lower minimum rates, proposed adjustments of wage or salary rates up to 55 cents an hour may be handled in accordance with the following procedure:

"a. In voluntary cases, where an applicant's proposed rate or rates for one or more job classifications are at or below the appropriate regional substandard minimum rate, such proposed rate or rates may be approved without regard to the wage-bracket rates for such job classifications.

"b. In dispute cases, where the disputed rate or rates for one or more job classifications are below the appropriate regional substandard minimum rate, the regional boards in their discretion may take into consideration appropriate prevailing rates in making their determinations.

"All wage adjustments made either in voluntary cases or in dispute cases under these instructions are subject to the provisions of Paragraph 2 of the Supplemental Directive of May 12, 1943."

SHIFT PREMIUMS

Night-shift differentials have been paid in the bakery industry on the Pacific coast for some time, with the exception of the Portland, Oregon, area, and two areas in the state of Washington. The Master Bakers Association, twenty-four independent companies, and AFL's Bakery and Confectionery Workers filed a Form 10 application for a shift differential in the Portland area. The Seattle regional board rejected the application and it was appealed to the national board. The result was an overruling of the regional board's decision and the granting of a 10-cent night shift differential to bakers and bakers' helpers in forty-two Portland bakeries and a 5-cent differential to miscellaneous workers, both retroactive to May 1, 1944. The national board's information division explained the decision by stating that it was based on the fact that the payment of the night-shift differential in this industry was a practice in most of the Pacific coast area.

Nurses in eight major hospitals in Oakland, California, have been granted a night-shift premium of \$10 a month by the San Francisco regional board, industry members dissenting. The public members stated in the majority opinion that "it is true that . . . the payment of shift premiums to nurses is an outright innovation without precedent in practice . . . but the novelty of the proposal in the trade or industry does not, of itself, preclude approval."

Two of the five factors upon which the industry members based their dissent were the following: "(1) The nursing profession previously received generous treatment from the regional board; (2) the payment is inflationary and will establish a dangerous precedent. Night work for nurses always has been and always will be characteristic of the profession, since illness is not related to the clock. Nurses' pay already includes compensation for the rigors and inconvenience of night work."

E. S. HORNING

Management Research Division

Employment in January

EMPLOYMENT in January totaled 61.2 million, or 1% more than a year ago. Civilian employment, however, was 1.4 million less than in December and fully three quarters of a million less than a year ago. During the past year the Armed Forces were increased by approximately 1.5 million.

Farm employment declined the most from December, 1944, to January, 1945. In January, 643,000 fewer persons were at work on farms than in December. In addition to the normal seasonal reduction, farm activity was further hampered by unfavorable weather conditions.

Employment in trade declined after the Christmas season and was largely responsible for the 6% decrease in January in the number employed in trade, distribution and finance. In January, 1945, 7.5 million persons were employed in this group, compared with 7.9 million the month before and 7.4 million a year ago.

Manufacturing employment declined to 14.9 million, the lowest point since July, 1942. This was 6% below December, 1944, and 8% less than the number employed in January, 1944.

EMPLOYMENT BY STATES

Civilian nonagricultural employment averaged 37 million persons a month in 1944, according to preliminary reports. This represents a 26% increase from 1939 to 1944, but a drop of 3% from 1943.

Peak civilian employment, excluding farm workers, was reached in 1943 in most states. In New Hampshire, Vermont, North Dakota and Montana, however, more civilians were at work in nonagricultural industries in 1941 than in 1943. The peak was reached in Wyoming in 1944. The only states which registered in-

Table 1: Changes in Civilian Non-agricultural Employment, 1939-1944

Source: Bureau of Labor Statistics

State and Geographic Division	Percentage Change		
	1939-1944	1941-1944	1943-1944
United States	26.4	9.0	-3.2
New England	19.3	1.8	-5.2
Maine.....	23.2	7.9	-7.5
New Hampshire.....	-6.4	-12.0	-5.0
Vermont.....	3.9	-5.9	-4.8
Massachusetts.....	18.3	2.8	-4.1
Rhode Island.....	14.8	-1.8	-5.4
Connecticut.....	30.8	2.7	-6.8
Middle Atlantic	18.9	4.5	-2.8
New York.....	14.3	4.5	-2.2
New Jersey.....	27.0	5.9	-3.7
Pennsylvania.....	22.3	3.7	-3.2
East North Central	30.0	9.3	-1.9
Ohio.....	34.0	11.7	-2.5
Indiana.....	35.7	8.6	-2.1
Illinois.....	23.8	7.2	-0.4
Michigan.....	33.9	9.6	-3.3
Wisconsin.....	25.2	10.4	-1.3
West North Central	20.2	10.5	-2.8
Minnesota.....	18.2	9.6	-2.1
Iowa.....	8.1	0.7	-2.4
Missouri.....	22.1	9.1	-3.5
North Dakota.....	1.5	-1.4	1.5
South Dakota.....	0	-1.2	-1.2
Nebraska.....	27.1	21.7	-3.0
Kansas.....	41.8	27.6	-3.6
South Atlantic	30.1	8.4	-3.9
Delaware.....	27.6	7.8	-3.0
Maryland.....	43.8	13.8	-5.9
District of Columbia.....	45.8	16.7	-4.1
Virginia.....	32.4	6.2	-5.4
West Virginia.....	14.0	0	-3.3
North Carolina.....	14.6	0.1	-4.2
South Carolina.....	29.1	6.2	-3.8
Georgia.....	33.1	12.0	-0.5
Florida.....	34.1	14.7	-3.2
East South Central	25.8	7.0	-4.3
Kentucky.....	15.9	3.9	-1.4
Tennessee.....	22.1	4.6	-6.5
Alabama.....	41.9	13.8	-5.0
Mississippi.....	21.5	4.2	-2.4
West South Central	34.1	19.4	-1.2
Arkansas.....	26.9	12.4	-3.9
Louisiana.....	29.9	13.4	-0.4
Oklahoma.....	19.0	15.7	-3.4
Texas.....	41.8	24.0	-0.3
Mountain	15.0	6.1	-6.6
Montana.....	-1.8	-5.2	-1.8
Idaho.....	10.3	2.1	-5.9
Wyoming.....	14.8	5.1	3.3
Colorado.....	15.8	6.9	-7.0
New Mexico.....	8.3	-1.3	-2.5
Arizona.....	20.2	12.6	-4.5
Utah.....	33.0	18.3	-14.4
Nevada.....	17.6	8.1	-11.1
Pacific	46.8	23.6	-3.4
Washington.....	54.2	27.7	-2.4
Oregon.....	33.3	15.9	-4.3
California.....	46.9	23.6	-3.5

Table 2: Employment and Unemployment, January, 1943-January, 1945¹
In Thousands

Distribution of Labor Force and Employment	1945	1944			1943
	January p	December p	November	January	January
Unemployment.....	5,128	6,370	7,363 ^r	4,804 ^r	2,323 ^r
Excess of employment over economic labor force.....	61,249	62,464	63,422	60,596	57,696
Total employment.....	8,028	8,671	10,014	8,293	8,270
Agriculture.....	154	159	170	164	178
Forestry and fishing.....	20,882	21,014	21,050	21,705	22,063
Total industry.....	611	610	615	669	734
Extraction of minerals.....	14,880	14,971	14,945	16,113	15,797
Manufacturing.....	1,370	1,384	1,443	1,254	2,210
Construction.....	3,086	3,112	3,108	2,687	2,298
Transportation.....	934	938	939	982	1,025
Public utilities.....	7,479	7,941	7,655	7,413	7,384
Trade, distribution and finance.....	23,260	23,216	23,081	21,600	18,459
Service industries (including Armed Forces).....	1,446	1,462	1,451	1,421	1,342
Miscellaneous industries and services.....					

¹Subject to revision.

^rRevised.

The largest increases in civilian non-agricultural employment since 1939 were concentrated in the Pacific states. Washington led the states with a 54% increase. California was second, and Oregon was twelfth. Four regions, East North Central, South Atlantic, West South Central and Pacific, increased more rapidly than the national average.

Increases in employment during the war years were less marked than for the longer period. Declines were registered in New Hampshire, Vermont, Rhode Island, North Dakota, South Dakota, Montana and New Mexico. None of these states is in

the group showing the largest increases over 1939. In this period Washington again ranked highest in percentage increase.

Decreases from 1943 to 1944 in civilian nonagricultural employment ranged from under 1% to 7.5%. The Pacific states, high in rank of increases in the periods 1939 to 1944 and 1941 to 1944, showed decreases in the last year. Civilian nonagricultural employment declined 2% in Washington, and 4% in Oregon and California.

LILLIAN EISENBERG

Division of Business Statistics

Payroll Statistics in Manufacturing

AVERAGE hourly and weekly earnings and "real" weekly earnings of production and related workers in January reached new peak levels. The average number of hours worked in one week in the twenty-five manufacturing industries regularly surveyed also rose and was greater than during any month since February, 1930. After rising 0.1% from November to December, 1944, employment declined in January, reverting to the downward trend that had prevailed since December, 1943. Total man hours worked and total payrolls disbursed rose in January for the second consecutive month. Reported wage-rate increases per worker were small.

CHANGES IN DEFINITIONS

The designation, *wage earners*, formerly used in the collection of payroll data has been replaced by the term *production and related workers*. This change was

made in order to classify workers by work function rather than by method of payment. There has been a tendency to consider only those workers paid by the hour or by the piece as wage earners and to place those paid by the day, week or month as salaried workers. This procedure has often resulted in workers who performed exactly the same function being classified as wage earners in one plant and as salaried workers in another, solely because of differences in the method of payment. The following definitions, covering all employees in manufacturing, have been established by the Division of Statistical Standards of the Bureau of the Budget and are being used for all government reports beginning with January, 1945. That covering production and related workers (the only group for which it collects data) is also being used by THE CONFERENCE BOARD.

Production and related workers include

creases from 1943 to 1944 were North Dakota and Wyoming. Although civilian nonagricultural employment was lower in 1944 than in 1943, the figures were greater in the later year than in 1939. Only two states, Montana and New Hampshire, showed decreases from 1939 to 1944. These two states registered declines in the three periods covered.

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS¹, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1944 January.....	\$1.046	\$47.56	45.2	43.7	193.3	186.0	178.7	172.0	91.9	152.5	140.1	272.5
February.....	1.048	48.15	45.7	43.9	193.7	187.1	180.9	174.8	92.9	152.3	141.5	275.5
March.....	1.053	48.41	45.8	44.0	194.6	187.8	181.9	175.6	93.1	151.0	140.6	274.7
April.....	1.057	48.09	45.2	44.0	195.4	187.5	180.7	173.4	91.9	148.3	136.3	268.0
May.....	1.062	48.46	45.5	44.1	196.3	187.7	182.1	174.1	92.5	145.0	134.1	264.0
June.....	1.069	49.30	45.9	44.2	197.6	189.1	185.3	177.3	93.3	143.6	134.0	266.1
July.....	1.072	48.86	45.4	44.3	198.2	188.8	183.6	174.9	92.3	142.2	131.3	261.1
August.....	1.070	48.98	45.6	44.3	197.8	188.4	184.1	175.3	92.7	141.6	131.3	260.7
September.....	1.080	49.42	45.6	44.4	199.6	190.1	185.7	176.9	92.7	140.4	130.2	260.7
October.....	1.079	49.39	45.7	44.3	199.4	189.9	185.6	176.8	92.9	138.6	128.8	257.2
November.....	1.079	49.42	45.6	44.2	199.4	189.4	185.7	176.4	92.7	137.8	127.7	255.9
December.....	1.086 _r	49.91 _r	45.8	44.3	200.7 _r	189.9 _r	187.6 _r	177.5 _r	93.1	138.0 _r	128.5 _r	258.9 _r
Annual Average.....	\$1.067	\$48.88 _r	45.6	44.1	197.2	188.5	183.5	175.4	92.7	144.3	133.8	264.8
1945 January.....	\$1.099	\$50.80	46.1	44.3	203.1	192.1	190.9	180.6	93.7	137.5	128.8	262.5

_r RevisedEARNINGS AND HOURS, PRODUCTION WORKERS¹, JANUARY, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement.....	\$1.160	\$1.155	\$54.40	\$54.45	46.9	47.1	47.4	47.4
Automobile ²	1.368	1.318 _r	59.21	58.24 _r	43.3	44.2 _r	42.6	42.7
Boot and shoe.....	.771	.766	32.58	32.16	42.3	42.0	44.9	44.6
Chemical.....	1.099	1.096	49.81	49.42	45.3	45.1	45.8	45.9
Rayon producing ³.....	.910	.910	38.39	38.32	42.2	42.1	45.8	45.7
Cotton—North.....	.806	.801	36.61	36.26	45.4	45.3	43.2	43.3
Electrical manufacturing.....	1.156	1.155	53.59	53.42	46.3	46.2	42.5	42.5
Furniture ⁴	1.038	1.032	49.08	48.74	47.3	47.2	45.9	45.9
Hosiery and knit goods.....	.843	.837	34.39	34.29	40.8	41.0	41.6	41.5
Iron and steel ⁵	1.232	1.197	58.79	53.83	47.7	45.0	43.0	43.0
Leather tanning and finishing.....	.942	.932	43.61	42.96	46.3	46.1	44.7	44.6
Lumber and millwork.....	1.102	1.104	50.76	50.87	46.1	46.1	47.2	47.2
Meat packing.....	.927	.929	48.81	49.05	52.6	52.8	41.5	41.5
Paint and varnish.....	1.033	1.026	49.17	48.48	47.6	47.2	44.6	44.5
Paper and pulp.....	.908	.908	44.51	44.26	49.0	48.8	44.6	44.6
Paper products.....	.866	.863	38.45	38.24	44.4	44.3	43.1	43.1
Printing—book and job.....	1.087	1.083	47.47	46.79	43.7	43.2	41.5	41.5
Printing—news and magazine.....	1.185	1.160 _r	49.38	48.39	41.7	41.7 _r	40.8	40.8
Rubber.....	1.266	1.247	61.89	60.04	48.9	48.1	46.8	46.9
1. Rubber tires and tubes.....	1.384	1.361	68.82	65.84	49.7	48.4	46.7	46.7
2. Other rubber products.....	1.058	1.057	50.21	50.46	47.4	47.7	47.1	47.1
Silk and rayon.....	.807	.805 _r	35.18	35.59	43.6	44.2 _r	42.2	42.2
Wool.....	.931	.930	41.13	40.82	44.2	43.9	42.9	42.9
1. Woolen and worsted goods.....	.911	.911	40.21	39.80	44.1	43.7	42.4	42.4
2. Other woolen products ⁶.....	.960	.957	42.49	42.38	44.3	44.3	43.7	43.7
Foundries and machine shops.....	1.229	1.217	59.33	58.44	48.3	48.0	45.7	45.8
1. Foundries.....	1.169	1.157	56.57	55.46	48.4	47.9	44.2	44.2
2. Machines and machine tools.....	1.176	1.174	58.48	58.38	49.7	49.7	47.3	47.2
3. Heavy equipment.....	1.342	1.352	63.59	64.49	47.4	47.7	45.6	46.1
4. Hardware and small parts.....	1.157	1.137	55.28	53.93	47.8	47.4	44.0	44.0
5. Other products.....	1.210	1.176	58.60	56.23	48.4	47.8	46.0	46.1
25 INDUSTRIES.....	\$1.099	\$1.086 _r	\$50.80	\$49.91 _r	46.1	45.8	44.3	44.3
Cement.....	\$.885	\$.890	\$38.65	\$39.13	43.7	43.9	44.9	44.9
Petroleum refining.....	1.304	1.291	61.23	59.32	47.0	45.9	43.7	43.7
27 INDUSTRIES.....	\$1.100	\$1.088 _r	\$50.85	\$49.96 _r	46.1	45.8	44.3	44.3
Aircraft.....	\$1.220	\$1.205 _r	\$56.86	\$55.41 _r	46.6	46.0	48.3	48.3
Shipbuilding.....	1.386	1.402	66.87	66.93	48.3	47.8	48.5	48.5

See footnotes on page 84.

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS¹, JANUARY, 1945

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employments		Total Man Hours Worked ^a		Payrolls ^a	
	Hourly, Actual		Weekly									
			Actual		Real							
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement.....	208.6	207.7	197.7	197.9	187.0	187.2	195.6	198.0	185.2	188.5	386.7	391.8
Automobile ²	216.5	208.5 ^r	196.4	193.2 ^r	185.8	182.8 ^r	164.8	163.2 ^r	149.6	151.3 ^r	323.7	315.3 ^r
Boot and shoe.....	155.8	154.7	144.2	142.3	136.4	134.6	90.5	89.6	84.0	82.5	130.5	127.5
Chemical.....	215.9	215.3	190.1	188.6	179.8	178.4	181.4	180.2	159.6	157.9	344.8	339.9
Cotton—North.....	181.1	180.0	172.4	170.7	163.1	161.5	36.4	36.7	34.6	34.8	62.8	62.6
Electrical manufacturing ³	203.5	203.3	197.8	197.2	187.1	186.6	267.1	268.1	258.8	259.3	528.3	528.7
Furniture ⁴	200.8	199.6	196.8	195.4	186.2	184.9	136.5	136.0	133.9	133.1	268.6	265.7
Hosiery and knit goods.....	220.7	219.1	194.6	194.1	184.1	183.6	74.8	75.7	65.9	67.1	145.6	146.9
Iron and steel ⁵	206.7	200.8	171.8	157.3	162.5	148.8	116.1	116.1	96.0	90.6	199.5	182.6
Leather tanning and finishing.....	193.8	191.8	188.3	185.5	178.1	175.5	72.2	73.0	70.3	70.7	136.0	135.4
Lumber and millwork.....	233.0	233.4	216.7	217.2	205.0	205.5	49.5	49.4	46.1	46.0	107.3	107.3
Meat packing.....	196.0	196.4	207.3	208.4	196.1	197.2	113.9	113.7	120.5	120.7	236.1	237.0
Paint and varnish.....	183.2	181.9	179.7	177.2	170.0	167.6	137.1	137.4	134.2	133.4	246.4	243.5
Paper and pulp.....	180.2	180.2	170.7	169.7	161.5	160.5	119.7	121.2	113.2	114.2	204.3	205.7
Paper products.....	189.9	189.3	176.5	175.6	167.0	166.1	165.8	166.6	154.7	155.1	292.6	292.5
Printing—book and job.....	166.5	165.8	158.5	156.2	150.0	147.8	119.9	121.3	114.1	114.1	190.0	189.5
Printing—news and magazine.....	171.0	167.4 ^r	158.1	154.9	149.6	146.5	102.1	102.4	94.6	94.9 ^r	161.4	158.6
Rubber.....	202.2	199.2	220.8	214.2	208.9	202.6	139.5	138.9	152.3	149.2	308.0	297.5
Silk and rayon.....	162.7	162.3 ^r	152.8	154.5	144.6	146.2	90.1	89.6	84.5	85.2 ^r	137.7	138.4
Wool.....	184.4	184.2	171.6	170.3	162.3	161.1	68.3	69.0	63.6	63.8	117.2	117.5
Foundries and machine shops.....	214.5	212.4	209.1	206.0	197.8	194.9	207.5	209.4	202.1	202.7	433.9	431.4
1. Foundries.....	198.1	196.1	191.1	187.3	180.8	177.2	132.9	133.2	126.3	124.8	349.5	343.1
2. Machines and machine tools.....	214.2	213.8	214.2	213.8	202.6	202.3	195.4	197.3	195.0	196.9	418.5	421.8
3. Heavy equipment.....	200.3	201.8	192.6	195.3	182.2	184.8	132.9	137.3	125.8	121.3	352.3	365.8
4. Hardware and small parts.....	226.0	222.1	222.8	217.4	210.8	205.7	174.8	171.7	172.4	167.8	389.5	373.3
5. Other products.....	216.1	210.0	214.4	205.7	202.8	194.6	223.3	230.5	226.5	225.9	489.5	474.1
25 INDUSTRIES.....	203.1	200.7 ^r	190.9	187.6 ^r	180.6	177.5 ^r	137.5	138.0 ^r	128.8	128.5 ^r	262.5	258.9 ^r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding. See footnotes on page 84.

working foremen and all nonsupervisory workers (including lead men and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, warehousing, shipping, maintenance, repair, janitorial, watchman services, product development, auxiliary production for plant's own use (e.g., power plant), and record keeping and other services closely associated with these production operations.

This classification does not include supervisory employees (above the working foreman level) and their clerical staffs.

Force-account construction workers include employees on the payroll engaged in construction of major additions or alterations to the plant who are utilized as a separate work force. This classification does not include workers engaged in regular maintenance and repair operations.

Administrative, supervisory, sales, technical and office personnel includes all employees engaged in executive, purchasing, finance, accounting, legal, personnel (including cafeterias, medical, etc.), professional and technical activities, sales, sales delivery, advertising, credit, collection, and in installation and servicing of own products, routine office functions, factory

supervision (above the working foreman level), and other workers not included in any of the above categories.

EARNINGS

Average hourly earnings of workers in the twenty-five manufacturing industries rose 1.2% in January to a new peak level of \$1.099. Slightly longer working hours and work on New Year's Day at premium rates as well as wage-rate increases granted (particularly in the iron and steel industry) were largely responsible for the December-to-January increase. As compared with January, 1941, hourly earnings have risen 44.8% and since August, 1939, 52.6%.

Weekly earnings, showing the combined effect of longer weekly working hours and higher hourly earnings advanced 1.8% in January. The new peak level of \$50.80 was 66.0% above the January, 1941, average and 86.1% more than weekly earnings in August, 1939.

"Real" weekly earnings also rose from December to January because dollar weekly earnings increased and living costs remained unchanged. The quantity of goods and services that could be purchased with dollar weekly earnings was greater than

ever before. It exceeded that of January, 1941, by 35.1% and that in August, 1939, by 47.9%.

HOURS

Average hours per worker were 0.3 hour a week, or 0.7% longer in January than in December, and longer than during any month since February, 1930. Since January, 1941, weekly working hours have been lengthened 5.9 hours, or 14.7%, and since August, 1939, the increase has been 8.2 hours, or 21.6%.

Total man hours rose 0.2% in January despite a reduction in employment. Rises in December and January offset the decline in November so that the January index of man hours, 128.8 (1923=100), was exactly the same as that in October. Man hours were lower than during any month from October, 1942, to September, 1944, but higher than during any month before then. As compared with total man hours in January, 1941, and August, 1939, they have advanced 40.8% and 95.7%, respectively.

EMPLOYMENT AND PAYROLLS

After rising slightly from November to December, the number of employed

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS¹, JANUARY, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement.....	\$1.180	\$1.178	\$55.62	\$55.87	47.1	47.4	\$.981	\$.964	\$44.24	\$43.18	45.1	44.8
Automobile ²	1.419	1.369 _r	62.50	61.64 _r	44.1	45.0 _r	1.207	1.166 _r	49.44	48.84 _r	41.0	41.9 _r
Boot and shoe.....	.911	.916	39.62	39.72	43.5	43.4	.658	.646	27.18	26.45	41.3	41.0
Chemical.....	1.190	1.189	54.87	54.66	46.1	46.0	.777	.768	33.21	32.49	42.7	42.3
Rayon producing ³	1.014	1.018	44.23	44.52	43.6	43.7	.720	.715	28.64	28.17	39.8	39.4
Cotton—North.....	.886	.880	43.20	42.81	48.8	48.6	.701	.700	29.26	29.11	41.8	41.6
Electrical manufacturing.....	1.306	1.309	62.70	62.79	48.0	48.0	.909	.907	39.86	39.66	43.9	43.7
Furniture ⁴	1.087	1.088	52.03	51.94	47.8	47.7	.929	.913	42.83	42.17	46.1	46.2
Hosiery and knit goods.....	1.133	1.121	50.51	50.49	44.6	45.0	.717	.718	28.21	28.33	39.3	39.5
Iron and steel ⁵	1.252	1.217	60.13	55.12	48.0	45.3	.958	.924	41.56	37.83	43.4	40.9
Leather tanning and finishing.....	.963	.955	45.59	44.96	47.4	47.1	.815	.802	33.22	32.96	40.8	41.1
Lumber and millwork.....	1.123	1.128	52.01	52.20	46.3	46.3	.844	.828	36.52	36.39	43.3	43.9
Meat packing.....	.975	.977	53.03	53.19	54.4	54.4	.723	.736	33.83	34.73	46.4	47.2
Paint and varnish.....	1.063	1.057	51.18	50.45	48.2	47.7	.819	.813	36.05	35.75	44.0	44.0
Paper and pulp.....	.934	.935	46.62	46.41	49.9	49.6	.676	.669	28.71	28.42	42.5	42.5
Paper products.....	.991	.993	46.59	46.37	47.0	46.7	.668	.667	27.22	27.43	40.8	41.2
Printing—book and job.....	1.323	1.322	58.94	58.14	44.5	44.0	.682	.680	28.82	28.51	42.3	42.0
Printing—news and magazine.....	1.285	1.261 _r	53.82	52.76	41.9	41.8 _r	.777	.746	31.74	30.76	40.9	41.2
Rubber.....	1.400	1.384	71.24	69.25	50.9	50.0	.918	.905	40.74	39.79	44.4	44.0
1. Rubber tires and tubes.....	1.478	1.456	75.66	72.53	51.2	49.8	1.041	1.021	46.95	44.67	45.1	43.8
2. Other rubber products.....	1.223	1.228	61.42	62.00	50.2	50.5	.798	.800	34.83	35.30	43.6	44.1
Silk and rayon.....	.903	.907 _r	42.31	43.27	46.8	47.7 _r	.650	.644 _r	25.43	25.53	39.1	39.7 _r
Wool.....	1.000	.999	46.11	46.10	46.1	46.2	.815	.812	33.65	32.93	41.3	40.5
1. Woolen and worsted goods.....	.974	.974	45.02	44.92	46.2	46.1	.817	.817	33.79	32.98	41.3	40.4
2. Other woolen products ⁶	1.034	1.032	47.53	47.70	46.0	46.2	.810	.804	33.40	32.83	41.2	40.8
Foundries and machine shops.....	1.286	1.277	63.11	62.58	49.1	49.0	.992	.964	44.72	42.75	45.1	44.3
1. Foundries.....	1.191	1.181	58.35	57.25	49.0	48.5	.930	.914	39.44	39.24	42.4	42.9
2. Machines and machine tools.....	1.232	1.233	62.64	62.67	50.8	50.8	.903	.903	40.64	40.67	45.0	45.1
3. Heavy equipment.....	1.375	1.390	65.70	67.03	47.8	48.2	1.059	1.025	46.70	44.76	44.1	43.7
4. Hardware and small parts.....	1.241	1.221	61.35	59.80	49.4	49.0	.921	.906	40.29	39.50	43.8	43.6
5. Other products.....	1.277	1.244	63.01	61.00	49.4	49.0	1.024	.987	47.17	44.08	46.1	44.7
25 INDUSTRIES.....	\$1.195	\$1.184_r	\$56.65	\$55.83_r	47.5	47.2_r	\$.780	\$.772_r	\$32.74	\$32.25_r	41.8	41.6
Cement.....	.885	.890	\$38.65	\$39.13	43.7	43.9	....	....	....	....	....	....
Petroleum refining.....	1.304	1.291	61.23	59.32	47.0	45.9	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.194	\$1.183_r	\$56.57	\$55.75_r	47.4	47.1	....	....	....	....	....	....
Aircraft.....	\$1.312	\$1.315 _r	\$62.20	\$62.14 _r	47.4	47.3	\$1.081	\$1.046 _r	\$49.08	\$46.20 _r	45.4	44.2
Shipbuilding.....	1.403	1.421	67.92	68.19	48.4	48.0	1.133	1.122	52.12	50.18	46.0	44.7

See footnotes on page 84.

workers in the twenty-five manufacturing industries in January resumed the downward trend begun in December, 1943. The January level of 137.5 (1923=100) was 0.4% lower than in December, and also lower than during any month from June, 1942, through November, 1944; it was higher than during any month before then. Since January, 1941, 22.8% more persons have been added to payrolls and since August, 1939, 60.8% more workers.

Total payrolls were 1.4% higher in January. The effect of the increases in payrolls in December and January served to offset most of the declines from July through November, 1944, and the January index of 262.5 (1923=100) was lower than in any month from May, 1943, through June, 1944, but higher than during any other month since these surveys have been made. From January, 1941, to January, 1945, payrolls increased 103.8%

and the rise from August, 1939, amounted to 199.3%.

FOUR INDUSTRIES

Average hourly earnings of workers in the cement industry declined in January because of shorter hours of work. Reduced employment, lower hourly earnings and shorter working hours were recorded for both groups of workers as well as for all workers combined. Workers in January earned \$.885 an hour and \$38.65 for a work week of 43.7 hours.

Reduced employment of unskilled male workers in petroleum refineries in January was responsible for a decline of 0.4% in total employment for the industry. Longer hours were worked by both groups of workers and, as a result, more premium overtime payments accrued and hourly earnings rose. The January averages for the industry were at secondary peaks of

\$1.304 an hour, 47.0 hours worked in a week, and \$61.23 compensation for a week's work.

Despite a substantial decline in the hourly earnings of unskilled male workers in the aircraft industry, average hourly earnings for all workers combined rose 1.2% to a new peak level of \$1.220 in January. Earnings and hours of female workers increased and those of semi-skilled and skilled male workers remained unchanged in January. Since these two groups of workers constituted more than 97% of all workers, the decline in the earnings of unskilled workers was not reflected in the averages for all workers. January weekly earnings of \$56.86 were higher, and the work week of 46.6 hours was longer, than for any previous month.

Average hourly earnings for all workers in shipyards in January reflected reduced earnings of male workers and declined

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS¹, JAN., 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.	Jan.	Dec.
Agricultural implement.....	\$.957	\$.964	\$45.31	\$46.06	47.3	47.8	\$1.218	\$1.210	\$57.14	\$57.29	47.1	47.4
Automobile ²	1.162	1.115 ^r	49.65	47.69 ^r	42.7	42.8 ^r	1.452	1.401 ^r	64.24	63.45 ^r	44.2	45.3 ^r
Boot and shoe.....	.478	.475	21.16	21.12	44.3	44.4	.932	.938	40.50	40.62	43.4	43.3
Chemical.....	.965	.970	44.77	44.88	46.4	46.3	1.256	1.254	57.82	57.55	46.0	45.9
Rayon producing ³.....	.803	.804	38.42	38.45	41.6	41.6	1.046	1.051	45.92	46.32	43.9	44.1
Cotton—North.....	.782	.773	36.80	36.86	47.1	47.7	.935	.931	46.34	45.69	49.6	49.1
Electrical manufacturing.....	.927	.931	43.61	43.39	47.0	46.6	1.356	1.359	65.28	65.45	48.1	48.2
Furniture ⁴.....	.934	.912	43.77	42.41	46.9	46.5	1.117	1.122	53.69	53.86	48.0	48.0
Hosiery and knit goods.....	.781	.773	36.86	36.56	47.2	47.3	1.167	1.156	51.74	51.79	44.4	44.8
Iron and steel ⁵.....	.955	.934	43.91	41.08	46.0	44.0	1.306	1.270	63.28	57.84	48.4	45.5
Leather tanning and finishing.....	.731	.732	34.90	33.07	47.7	45.2	1.022	1.013	48.29	48.19	47.3	47.6
Lumber and millwork.....	.798	.809	35.06	35.50	43.9	43.9	1.215	1.224	57.16	57.54	47.0	47.0
Meat packing.....	.816	.810	43.43	43.13	53.2	53.2	1.050	1.052	57.67	57.87	54.9	55.0
Paint and varnish.....	.866	.852	42.69	41.78	49.3	49.0	1.148	1.145	54.76	54.08	47.7	47.2
Paper and pulp.....	.764	.759	35.12	34.59	46.0	45.6	1.000	1.002	51.65	51.45	51.6	51.3
Paper products.....	.756	.755	33.42	33.10	44.2	43.8	1.093	1.098	52.84	52.82	48.3	48.1
Printing—book and job.....	.880	.882	38.29	38.65	43.5	43.8	1.412	1.410	63.21	62.09	44.8	44.0
Printing—news and magazine.....	.870	.824	34.17	31.88	39.3	38.7	1.392	1.376 ^r	59.31	58.85	42.6	42.8 ^r
Rubber.....	1.095	1.076	54.53	52.94	49.8	49.2	1.409	1.393	71.72	69.71	50.9	50.1
1. Rubber tires and tubes.....	1.136	1.118	56.80	55.01	50.0	49.2	1.490	1.467	76.33	73.13	51.2	49.8
2. Other rubber products.....	.792	.768	38.78	37.91	49.0	49.3	1.230	1.234	61.78	62.37	50.2	50.5
Wool.....	.816	.817	36.36	36.53	44.6	44.7	1.082	1.081	50.69	50.61	46.9	46.8
1. Woolen and worsted goods.....	.835	.833	36.77	36.71	44.0	44.1	1.058	1.059	50.50	50.29	47.7	47.5
2. Other woolen products ⁶.....	.771	.778	35.36	36.10	45.9	46.4	1.107	1.104	50.89	50.93	46.0	46.1
Foundries and machine shops.....	1.008	1.007	48.57	48.47	48.2	48.1	1.326	1.316	65.26	64.66	49.2	49.1
1. Foundries.....	.972	.963	46.97	46.17	48.3	48.0	1.249	1.240	61.44	60.26	49.2	48.6
2. Machines and machine tools.....	1.077	1.051	54.25	52.78	50.4	50.2	1.255	1.260	63.88	64.15	50.9	50.9
3. Heavy equipment.....	1.011	1.036	46.95	49.31	46.5	47.6	1.415	1.431	67.86	69.10	47.9	48.3
4. Hardware and small parts.....	.974	.956	48.25	46.30	49.5	48.4	1.298	1.277	64.15	62.70	49.4	49.1
5. Other products.....	1.008	1.010	48.06	47.92	47.7	47.5	1.309	1.271	64.88	62.59	49.6	49.2
24 INDUSTRIES ⁷	\$.914	\$.908 ^r	\$42.33	\$41.79 ^r	46.3	46.0	\$1.259	\$1.247 ^r	\$60.01	\$59.11 ^r	47.7	47.4 ^r
Cement.....	\$.752	\$.760	\$31.17	\$32.50	41.5	42.8	\$.900	\$.905	\$39.52	\$39.91	43.9	44.1
Petroleum refining.....	.980	.963	43.85	40.28	44.7	41.8	1.335	1.325	63.01	61.48	47.2	46.4
26 INDUSTRIES ⁷	\$.913	\$.907	\$42.25	\$41.69 ^r	46.2	45.9	\$1.257	\$1.246 ^r	\$59.89	\$58.99 ^r	47.6	47.4 ^r
Aircraft.....	\$1.099	\$1.135 ^r	\$51.43	\$52.07 ^r	46.8	45.9	\$1.325	\$1.325 ^r	\$62.86	\$62.74 ^r	47.4	47.4
Shipbuilding.....	.983	1.012	45.79	47.07	46.6	46.5	1.440	1.458	69.96	70.16	48.6	48.1

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Production and related workers. For definition, see page 80

²Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

³Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

1.1% to \$1.386. They were lower than those in November, as well, but higher than during any other month. Although working hours rose 1.0% to a new peak of 48.3 hours per week, average weekly earnings declined 0.1%. The average, \$66.87, while lower than in November, was higher than in any other month.

LABOR STATISTICS IN JANUARY

Hourly earnings at \$1.099 in January were 1.2% more than in December, 5.1% more than a year before and 86.3% more than the 1929 average.

Weekly earnings rose 1.8% in January.

The average of \$50.80 exceeded that of January, 1944, by 6.8% and the 1929 average by 77.9%.

"Real" weekly earnings were 1.7% higher in January. In a year period, the purchasing power of weekly earnings has increased 5.0% and since 1929 the advance has amounted to 68.5%.

Hours per week were increased 0.3 hours, or 0.7%, in January. The average, 46.1 hours, was 0.9 hour, or 2.0%, more than in January of the preceding year, but 2.2 hours, or 4.6%, less than the 1929 work week.

⁴Includes wood, metal, and upholstered household and office furniture.

⁵Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁶Principally rugs.

⁷Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

⁸Revised indexes. Employment is adjusted to the levels of the 1939 Census of Manufactures; data from January, 1936, to date appeared in the January *Management Record*. Revised indexes of total man hours and payrolls back to 1936 appeared in February *Management Record*.

^rRevised.

Employment was curtailed 0.4% in January and was 9.8% less than that of a year before. Since 1929, however, employment has increased 36.1%.

Man hours rose 0.2% to 128.8 (1923=100) in January. They remained 8.1% below those of January, 1944, but exceeded those in 1929 by 95.7%.

Payrolls increased 1.4% in January. Since January, 1944, they have fallen off 3.7% but they have risen 142.2% since 1929.

ETHEL B. DUNN
Division of Labor Statistics

Cost of Living in February

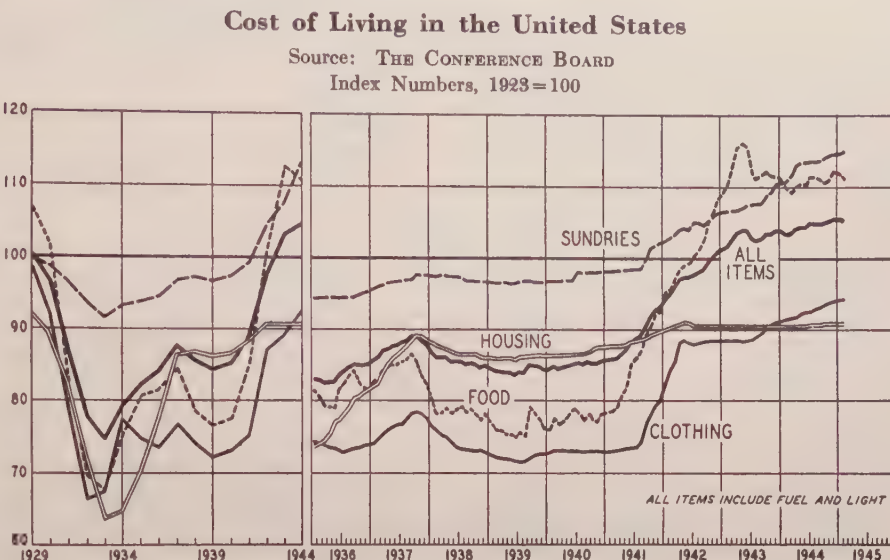
LIVING costs of wage earners' families as measured by THE CONFERENCE BOARD declined 0.2% from January to February. This brought the index to 105.5 (1923=100) and represented the first decrease in the series since the decline which occurred in June, 1944. The December, 1944, and January, 1945, indexes of 105.7 were the highest reached since January, 1926, when the series was at the same level.

The increase in the cost of all items from February, 1944, to February, 1945, was 1.9%. The increase in this index since August, 1939, the month preceding the start of World War II, was 25.6% and since November, 1941, the increase has been 13.6%. A rise of 22.7% has taken place since January, 1941, the base date of the Little Steel formula.

The purchasing value of the 1923 dollar was 94.8 cents in February, as compared with 94.6 cents in January and 96.6 cents February a year ago.

CHANGES BY ITEMS

The decrease of 0.8% in food costs from January to February more than offset the increases of 0.3% in fuel and light, 0.2% in sundries and 0.1% in clothing. The decline in food costs was largely brought about by further substantial declines in egg prices and reductions in the prices of fresh green vegetables. The fuel and light increase was occasioned by increases in fuel costs, since gas and electricity re-



mained unchanged. An OPA order permitted an increase of 25 cents on coal deliveries in one-ton lots during the coal shortage. This measure, which is only temporary and has already been withdrawn in many places, was largely responsible for the over-all increase. The housing survey was last made in January, 1945, and it is assumed that no change has occurred since that time.

Complete series for February were published for sixty-three industrial cities. Over the month, January 15, 1945, to February 15, 1945, only fifteen cities showed increases in the all-items index as compared with the previous month when twenty-nine showed increases. The increases ranged from 0.1% in Duluth, Lewiston, Rochester and Wausau to 3.0% in Huntington (West Virginia). Forty-

two cities experienced declines in their weighted totals. The declines ranged from 0.1% in Bridgeport, Dayton, Lansing, Omaha, St. Paul, Toledo, and Youngstown, to 1.2% in Pittsburgh. Six cities, Front Royal (Virginia), Grand Rapids, Macon, Philadelphia, Richmond, and St. Louis, showed no change.

The annual change from February 15, 1944, to February 15, 1945, shows a completely different picture in that all cities for which data are available had increases. These ranged from 0.3% in Pittsburgh to 4.8% in Toledo.

Indexes for Meadville, Pennsylvania, are temporarily not available for the month of February.

MARY A. WERTZ
Division of Labor Statistics

COST OF LIVING IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923=100											
1944 February.....	103.5	110.0a	90.8	91.6	101.0	82.1	96.4	67.0	94.6	110.8	96.6
March.....	103.5	109.3	90.8	91.7	101.2	82.2	95.9	67.0	94.6	111.8	96.6
April.....	104.2	110.1	90.8	91.9	101.6	82.2	95.9	67.0	94.6	113.1	96.0
May.....	104.6	110.6	90.8	92.3	101.8	82.8	95.9	67.0	94.6	113.5	95.6
June.....	104.5	110.5	90.8	92.5	101.8	83.1	95.7	67.0	94.6	113.5	95.7
July.....	105.0	111.7	90.9	92.5	101.9	83.1	95.7	66.9	94.5	113.6	95.2
August.....	105.0	111.6	90.9	93.0	102.1	83.9	95.7	66.9	94.5	113.6	95.2
September.....	105.0	111.3	90.9	93.2	102.3	84.0	95.8	66.9	94.5	113.8	95.2
October.....	105.0	110.8	91.0	93.6	102.4	84.8	95.8	66.9	94.5	114.2	95.2
November.....	105.3	111.1	91.0	93.9	102.9	84.8	95.8	66.9	94.5	114.6	95.0
December.....	105.7	112.3	91.0	94.0	103.0	84.9	95.8	66.9	94.5	114.8	94.6
1945 January.....	105.7	112.1b	91.0	94.2	103.4	84.9	95.8	66.9	94.5	114.9	94.6
February.....	105.5	111.2c	91.0	94.3	103.6	84.9	96.1	66.9	94.5	115.1	94.8

Percentage Changes

Jan. 1945 to Feb. 1945.....	-0.2	-0.8	0	+0.1	+0.2	0	+0.3	0	0	+0.2	+0.2
Feb. 1944 to Feb. 1945.....	+1.9	+1.1	+0.2	+2.9	+2.6	+3.4	-0.3	-0.1	-0.1	+3.9	-1.9

¹Since October, 1943: data on housing collected quarterly, January 15, April 15, July 15, and October 15.

²Includes fuel as well as electricity and gas.

^aBased on food price indexes of THE CONFERENCE BOARD for February 15, 1944.

^bBased on food price indexes for January 15, 1945.

^cBased on food price indexes for February 15, 1945.

COST OF LIVING IN 60 CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1945	Jan. 1945	Feb. 1944	Jan. 1945 to Feb. 1945	Feb. 1944 to Feb. 1945
Akron					
Food.....	145.4	147.4	148.1	-1.4	-1.8
Housing ¹	113.8	113.8	113.7	0	+0.1
Clothing.....	128.6	128.6	124.7	0	+3.1
Fuel and light.....	112.5	112.5	111.4	0	+1.0
Housefurnishings.....	120.3	119.9	118.4	+0.3	+1.6
Sundries.....	124.3	124.3	120.5	0	+3.2
Weighted Total.....	128.2	128.7	127.1	-0.4	+0.9
Atlanta					
Food.....	148.3	150.5	147.0	-1.5	+0.9
Housing ¹	99.2	99.2	99.2	0	0
Clothing.....	129.6	130.2	124.8	-0.5	+3.8
Fuel and light.....	113.1	113.1	112.5	0	+0.5
Housefurnishings.....	123.4	123.4	117.7	0	+4.8
Sundries.....	119.9	119.9	115.9	0	+3.5
Weighted Total.....	125.8	126.4	123.2	-0.5	+2.1
Baltimore					
Food.....	148.5	150.1	146.3	-1.1	+1.5
Housing ¹	103.2	103.2	103.2	0	0
Clothing.....	134.2	133.9	124.0	+0.2	+8.2
Fuel and light.....	107.5	107.5	109.6	0	-1.9
Housefurnishings.....	139.3	138.9	134.6	+0.3	+3.5
Sundries.....	125.8	125.8	122.5	0	+2.7
Weighted Total.....	129.9	130.4	127.1	-0.4	+2.2
Birmingham					
Food.....	153.7	155.3 ^r	150.9	-1.0	+1.9
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	131.8	132.0	128.3	-0.2	+2.7
Fuel and light.....	104.5	104.5	103.3	0	+1.2
Housefurnishings.....	120.2	120.2	117.8	0	+2.0
Sundries.....	121.2	121.2	116.4	0	+4.1
Weighted Total.....	128.2	128.7	125.3	-0.4	+2.3
Boston					
Food.....	137.2	138.0	134.4	-0.6	+2.1
Housing ¹	103.5	103.5	103.5	0	0
Clothing.....	129.4	129.4	127.3	0	+1.6
Fuel and light.....	123.2	122.8	123.4	+0.3	-0.2
Housefurnishings.....	126.4	126.4	122.5	0	+3.2
Sundries.....	118.8	118.8	114.5	0	+3.8
Weighted Total.....	124.0	124.2	121.7	-0.2	+1.9
Bridgeport					
Food.....	141.5	142.2	140.0	-0.5	+1.1
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	128.8	128.8	127.9	0	+0.7
Fuel and light.....	122.1	120.0	120.2	+1.8	+1.6
Housefurnishings.....	128.3	128.3	126.4	0	+1.5
Sundries.....	128.7	128.6	127.1	+0.1	+1.3
Weighted Total.....	128.0	128.1	126.8	-0.1	+0.9
Buffalo					
Food.....	144.5	145.4	143.5	-0.6	+0.7
Housing ¹	112.3	112.3	112.4	0	-0.1
Clothing.....	129.0	128.9	126.3	+0.1	+2.1
Fuel and light.....	111.1	110.3	111.8	+0.7	-0.6
Housefurnishings.....	129.4	129.6	127.6	-0.2	+1.4
Sundries.....	126.2	126.2	125.2	0	+0.8
Weighted Total.....	128.7	128.9	127.7	-0.2	+0.8
Chattanooga					
Food.....	157.1	159.4	154.4	-1.4	+1.7
Housing ¹	103.6	103.6	103.3	0	+0.3
Clothing.....	124.3	124.4	119.5	-0.1	+4.0
Fuel and light.....	100.7	100.7	93.3	0	+7.9
Housefurnishings.....	124.8	124.8	121.5	0	+2.7
Sundries.....	117.8	117.4	115.6	+0.3	+1.9
Weighted Total.....	127.4	128.0	124.8	-0.5	+2.1
Chicago					
Food.....	141.6	142.7	138.1	-0.8	+2.5
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	133.1	133.1	128.0	0	+4.0
Fuel and light.....	98.9	98.9	99.0	0	-0.1
Housefurnishings.....	125.6	125.8	125.1	-0.2	+0.4
Sundries.....	118.3	118.2	116.1	+0.1	+1.9
Weighted Total.....	123.7	124.0	121.4	-0.2	+1.9
Cincinnati					
Food.....	136.0	137.5	136.8	-1.1	-0.6
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	139.1	138.9	134.8	+0.1	+3.2
Fuel and light.....	106.0	106.0	105.5	0	+0.5
Housefurnishings.....	125.1	125.1	124.4	0	+0.6
Sundries.....	116.6	116.6	114.9	0	+1.5
Weighted Total.....	122.7	123.2	121.9	-0.4	+0.7
Cleveland					
Food.....	137.9	139.2	138.1	-0.9	-0.1
Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	135.6	134.9	131.8	+0.5	+2.9
Fuel and light.....	106.3	106.3	104.5	0	+1.7
Housefurnishings.....	125.2	125.5	122.2	-0.2	+2.5
Sundries.....	128.8	128.7	118.9	+0.1	+8.3
Weighted Total.....	127.1	127.4	123.6	-0.2	+2.8
Dallas					
Food.....	150.0	148.7	144.9	+0.9	+3.5
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	130.5	130.5	125.3	0	+4.2
Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	129.3	129.4	128.2	-0.1	+0.9
Sundries.....	121.5	121.5	118.7	0	+2.4
Weighted Total.....	125.9	125.5	122.9	+0.3	+2.4
Dayton					
Food.....	144.7	145.2	141.6	-0.3	+2.2
Housing ¹	105.9	105.9	105.9	0	0
Clothing.....	124.6	124.3	122.7	+0.2	+1.5
Fuel and light.....	106.4	106.4	105.6	0	+0.8
Housefurnishings.....	133.7	133.4	127.8	+0.2	+4.6
Sundries.....	122.6	122.6	117.0	0	+4.8
Weighted Total.....	126.1	126.2	123.0	-0.1	+2.5
Denver					
Food.....	142.4	143.4	144.9	-0.7	-1.7
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	131.8	131.8	127.3	0	+3.5
Fuel and light.....	101.4	101.6	101.5	-0.2	-0.1
Housefurnishings.....	126.8	126.9	125.8	-0.1	+0.8
Sundries.....	125.6	125.6	121.4	0	+3.5
Weighted Total.....	126.5	126.8	125.4	-0.2	+0.9
Des Moines					
Food.....	136.4	138.6	138.2	-1.6	-1.3
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	137.3	136.5	131.4	+0.6	+4.5
Fuel and light.....	120.9	120.9	120.9	0	0
Housefurnishings.....	125.7	125.7	128.1	0	-1.9
Sundries.....	120.6	120.7	117.6	-0.1	+2.6
Weighted Total.....	124.4	124.9	123.3	-0.4	+0.9
Detroit					
Food.....	147.7	148.3	144.8	-0.4	+2.0
Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	134.0	134.0	128.7	0	+4.1
Fuel and light.....	113.0	112.5	111.4	+0.4	+1.4
Housefurnishings.....	126.2	126.2	124.4	0	+1.4
Sundries.....	130.8	129.2	124.5	+1.2	+5.1
Weighted Total.....	130.1	129.8	126.7	+0.2	+2.7

¹Rents surveyed twice annually, May 15, and October 15. It is assumed that no change has occurred since January 15.

^rRevised.

COST OF LIVING IN 60 CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1945	Jan. 1945	Feb. 1944	Jan. 1945 to Feb. 1945	Feb. 1944 to Feb. 1945
Duluth					
Food.....	137.6	137.6	134.2	0	+2.5
Housing ¹	100.2	100.2	100.2	0	0
Clothing.....	137.1	136.4 ^r	132.0	+0.5	+3.9
Fuel and light.....	107.5	107.5	106.1	0	+1.3
Housefurnishings.....	142.2	141.4	135.8	+0.6	+4.7
Sundries.....	120.4	120.4	116.0	0	+3.8
Weighted Total.....	124.5	124.4 ^r	121.1	+0.1	+2.8
Erie, Pa.					
Food.....	151.6	151.9	152.8	-0.2	-0.8
Housing ¹	110.1	110.1	109.9	0	+0.2
Clothing.....	144.5	142.3	135.7	+1.5	+6.5
Fuel and light.....	113.8	113.0	114.9	+0.7	-1.0
Housefurnishings.....	130.6	130.9	130.0	-0.2	+0.5
Sundries.....	130.7	127.3	124.2	+2.7	+5.2
Weighted Total.....	133.2	132.1	131.1	+0.8	+1.6
Fall River					
Food.....	136.5	137.2	135.3	-0.5	+0.9
Housing ¹	104.3	104.3	104.3	0	0
Clothing.....	135.3	135.2	131.3	+0.1	+3.0
Fuel and light.....	117.2	116.9	117.2	+0.3	0
Housefurnishings.....	119.8	119.8	114.3	0	+4.8
Sundries.....	126.9	126.9	122.1	0	+3.9
Weighted Total.....	126.1	126.3	123.8	-0.2	+1.9
Front Royal, Va.					
Food.....	163.4	163.2	n.a.	+0.1	n.a.
Housing ¹	107.3	107.3	n.a.	0	n.a.
Clothing.....	146.6	146.6	n.a.	0	n.a.
Fuel and light.....	112.2	112.2	n.a.	0	n.a.
Housefurnishings.....	132.4	132.4	n.a.	0	n.a.
Sundries.....	118.1	118.1	n.a.	0	n.a.
Weighted Total.....	130.7	130.7	n.a.	0	n.a.
Grand Rapids					
Food.....	148.3	149.5	146.4	-0.8	+1.3
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	138.4	137.7	131.1	+0.5	+5.6
Fuel and light.....	112.8	111.5	110.5	+1.2	+2.1
Housefurnishings.....	146.8	143.3	137.9	+2.4	+6.5
Sundries.....	126.3	126.4	124.1	-0.1	+1.8
Weighted Total.....	130.6	130.6	127.9	0	+2.1
Green Bay, Wis.					
Food.....	135.5	133.9	133.1	+1.2	+1.8
Housing ¹	102.8	102.8	100.4	0	+2.4
Clothing.....	137.9	137.5	130.9	+0.3	+5.3
Fuel and light.....	108.0	108.9	107.3	0	+0.7
Housefurnishings.....	127.0	127.1	124.9	-0.1	+1.7
Sundries.....	120.9	120.9	118.9	0	+1.7
Weighted Total.....	123.6	123.1	120.9	+0.4	+2.2
Houston					
Food.....	141.6	143.2	141.0	-1.1	+0.4
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	128.7	128.6	126.1	+0.1	+2.1
Fuel and light.....	84.8	84.8	84.8	0	0
Housefurnishings.....	119.5	120.2	115.1	-0.6	+3.8
Sundries.....	122.1	122.2	117.4	-0.1	+4.0
Weighted Total.....	123.5	124.0	121.1	-0.4	+2.0
Huntington, W. Va.					
Food.....	147.7	149.0	146.3	-0.9	+1.0
Housing ¹	111.7	111.7	111.7	0	0
Clothing.....	128.3	128.4	125.8	-0.1	+2.0
Fuel and light.....	100.0	100.0	100.0	0	0
Housefurnishings.....	132.1	132.1	128.2	0	+3.0
Sundries.....	129.5	116.9	115.9	+10.8	+11.7
Weighted Total.....	131.3	127.5	125.8	+3.0	+4.4
Indianapolis					
Food.....	145.5	147.8	142.1	-1.6	+2.4
Housing ¹	107.9	107.9	107.9	0	0
Clothing.....	128.7	127.5	124.5	+0.9	+3.4
Fuel and light.....	112.0	112.0	112.1	0	-0.1
Housefurnishings.....	125.2	125.0 ^r	124.7	+0.2	+0.4
Sundries.....	126.2	126.2	121.4	0	+4.0
Weighted Total.....	128.0	128.5 ^r	125.0	-0.4	+2.4
Kansas City, Mo.					
Food.....	132.8	134.2	132.9	-1.0	-0.1
Housing ¹	105.5	105.5	105.2	0	+0.3
Clothing.....	132.1	132.1	126.5	0	+4.4
Fuel and light.....	109.5	109.5	109.8	0	-0.3
Housefurnishings.....	123.0	123.1	122.7	-0.1	+0.2
Sundries.....	127.9	127.8	123.8	+0.1	+3.8
Weighted Total.....	124.7	125.0	122.7	-0.2	+1.6
Lansing					
Food.....	167.0	167.7	162.9	-0.4	+2.5
Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	129.2	128.9 ^r	127.7	+0.2	+1.2
Fuel and light.....	105.7	105.3	105.3	+0.4	+0.4
Housefurnishings.....	135.2	135.2	133.1	0	+1.6
Sundries.....	129.8	129.8	124.7	0	+4.1
Weighted Total.....	132.0	132.1 ^r	129.1	-0.1	+2.2
Los Angeles					
Food.....	149.5	151.2	146.2	-1.1	+2.3
Housing ¹	106.2	106.2	104.6	0	+1.5
Clothing.....	124.8	124.9	124.9	-0.1	-0.1
Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	120.7	120.7	120.6	0	+0.1
Sundries.....	123.0	123.0	120.5	0	+2.1
Weighted Total.....	126.7	127.3	124.7	-0.5	+1.6
Louisville					
Food.....	142.1	143.4	143.6	-0.9	-1.0
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	129.6	129.1	121.8	+0.4	+6.4
Fuel and light.....	113.4	113.4	112.9	0	+0.4
Housefurnishings.....	133.3	133.3 ^r	128.0	0	+4.1
Sundries.....	116.1	116.1	113.0	0	+2.7
Weighted Total.....	125.1	125.5	123.6	-0.3	+1.2
Macon					
Food.....	149.8	151.0	150.3	-0.8	-0.3
Housing ¹	113.9	113.9	115.9	0	-1.7
Clothing.....	132.5	130.7	124.9	+1.4	+6.1
Fuel and light.....	101.9	101.9	101.4	0	+0.5
Housefurnishings.....	137.3	135.2	133.8	+1.6	+2.6
Sundries.....	125.7	125.6	124.3	+0.1	+1.1
Weighted Total.....	131.9	131.9	130.5	0	+1.1
Meadville, Pa.					
Food.....	n.a.	144.5	144.0	n.a.	n.a.
Housing ¹	n.a.	110.8	110.8	n.a.	n.a.
Clothing.....	n.a.	120.5	118.0	n.a.	n.a.
Fuel and light.....	n.a.	112.1	112.1	n.a.	n.a.
Housefurnishings.....	n.a.	135.1	134.1	n.a.	n.a.
Sundries.....	n.a.	126.3	122.4	n.a.	n.a.
Weighted Total.....	n.a.	126.9	125.5	n.a.	n.a.
Memphis					
Food.....	154.7	157.6	153.9	-1.8	+0.5
Housing ¹	108.4	108.4	109.4	0	-0.9
Clothing.....	136.5	136.6	132.1	-0.1	+3.3
Fuel and light.....	98.4	98.4	99.7	0	-1.3
Housefurnishings.....	130.2	128.1	128.6	+1.6	+1.2
Sundries.....	114.3	114.3	112.4	0	+1.7
Weighted Total.....	126.8	127.5	125.7	-0.5	+0.9

¹Rents surveyed twice annually, May 15, and October 15. It is assumed that no change has occurred since January 15.

^rRevised.

COST OF LIVING IN 60 CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level of standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1945	Jan. 1945	Feb. 1944	Jan. 1945 to Feb. 1945	Feb. 1944 to Feb. 1945
Milwaukee					
Food.....	141.3	142.8	137.2	-1.1	+3.0
Housing ¹	103.4	103.4	103.4	0	0
Clothing.....	139.0	138.6	132.8	+0.3	+4.7
Fuel and light.....	110.5	110.5	109.5	0	+0.9
Housefurnishings.....	129.1	129.1	127.1	0	+1.6
Sundries.....	122.7	122.7	119.4	0	+2.8
Weighted Total.....	125.4	125.8	122.5	-0.3	+2.4
Minneapolis					
Food.....	149.0	149.9	148.0	-0.6	+0.7
Housing ¹	103.7	103.7	103.7	0	0
Clothing.....	136.1	135.4	132.7	+0.5	+2.6
Fuel and light.....	104.3	104.3	103.9	0	+0.4
Housefurnishings.....	124.7	124.7	121.9	0	+2.3
Sundries.....	124.3	124.3	119.6	0	+3.9
Weighted Total.....	127.5	127.7	125.3	-0.2	+1.8
Muskegon					
Food.....	161.9	161.2	157.4	+0.4	+2.9
Housing ¹	115.2	115.2	115.2	0	0
Clothing.....	131.3	131.0	129.4	+0.2	+1.5
Fuel and light.....	115.5	115.5	114.6	0	+0.8
Housefurnishings.....	122.0	121.9	120.6	+0.1	+1.2
Sundries.....	121.5	121.5	117.6	0	+3.3
Weighted Total.....	132.2	132.0	129.4	+0.2	+2.2
Newark					
Food.....	139.6	140.1	137.9	-0.4	+1.2
Housing ¹	101.4	101.4	101.4	0	0
Clothing.....	128.0	128.2	125.5	-0.2	+2.0
Fuel and light.....	103.1	102.8	107.1	+0.3	-3.7
Housefurnishings.....	133.6	134.1	130.6	-0.4	+2.3
Sundries.....	119.7	119.7	117.8	0	+1.6
Weighted Total.....	123.9	124.1	122.6	-0.2	+1.1
New Haven					
Food.....	137.2	137.5	135.2	-0.2	+1.5
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	130.7	131.5	123.3	-0.6	+6.0
Fuel and light.....	112.0	111.9	112.4	+0.1	-0.4
Housefurnishings.....	128.2	128.2	124.4	0	+3.1
Sundries.....	111.8	111.8	110.3	0	+1.4
Weighted Total.....	121.1	121.3	119.3	-0.2	+1.5
New Orleans					
Food.....	147.8	148.3	145.5	-0.3	+1.6
Housing ¹	110.5	110.5	110.6	0	-0.1
Clothing.....	133.6	133.5	132.0	+0.1	+1.2
Fuel and light.....	88.2	88.2	88.2	0	0
Housefurnishings.....	124.6	123.9	123.8	+0.6	+0.6
Sundries.....	122.5	122.6	117.2	-0.1	+4.5
Weighted Total.....	129.5	129.7	127.1	-0.2	+1.9
New York					
Food.....	146.3	147.5	145.5	-0.8	+0.5
Housing ¹	100.8	100.8	100.8	0	0
Clothing.....	119.4	119.5	117.6	-0.1	+1.5
Fuel and light.....	118.2	117.2	120.8	+0.9	-2.2
Housefurnishings.....	132.7	132.7	129.7	0	+2.3
Sundries.....	116.4	116.4	111.9	0	+4.0
Weighted Total.....	124.7	125.1	123.1	-0.3	+1.3
Omaha					
Food.....	148.1	148.9	146.2	-0.5	+1.3
Housing ¹	100.6	100.6	100.6	0	0
Clothing.....	129.4	128.8	124.9	+0.5	+3.6
Fuel and light.....	107.0	107.0	106.8	0	+0.2
Housefurnishings.....	142.4	141.1	136.2	+0.9	+4.6
Sundries.....	123.3	123.2	119.5	+0.1	+3.2
Weighted Total.....	126.7	126.8	124.2	-0.1	+2.0
Parkersburg, W. Va.					
Food.....	142.9	144.7	143.1	-1.2	-0.1
Housing ¹	104.2	104.2	104.2	0	0
Clothing.....	125.4	125.4 ^r	124.7	0	+0.6
Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	132.0	131.9	126.0	+0.1	+4.8
Sundries.....	118.1	118.2 ^r	114.7	-0.1	+3.0
Weighted Total.....	125.4	126.1 ^r	124.0	-0.6	+1.1
Philadelphia					
Food.....	139.3	139.8	136.6	-0.4	+2.0
Housing ¹	102.7	102.7	102.9	0	-0.2
Clothing.....	133.0	132.5	128.4	+0.4	+3.6
Fuel and light.....	111.4	110.4	111.7	+0.9	-0.3
Housefurnishings.....	129.1	129.1	120.9	0	+6.8
Sundries.....	125.5	125.4	115.4	+0.1	+8.8
Weighted Total.....	126.8	126.8	122.4	0	+3.6
Pittsburgh					
Food.....	137.4	141.9	139.3	-3.2	-1.4
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	130.6	130.6	128.0	0	+2.0
Fuel and light.....	110.3	110.3	111.7	0	-1.3
Housefurnishings.....	119.7	119.7	118.1	0	+1.4
Sundries.....	120.3	120.3	117.6	0	+2.3
Weighted Total.....	123.5	125.0	123.1	-1.2	+0.3
Portland, Ore.					
Food.....	144.1	144.9	142.6	-0.6	+1.1
Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	141.2	141.2	136.5	0	+3.4
Fuel and light.....	124.9	124.9	124.9	0	0
Housefurnishings.....	123.9	123.9	119.8	0	+3.4
Sundries.....	117.0	117.0	115.1	0	+1.7
Weighted Total.....	127.5	127.8	125.7	-0.2	+1.4
Providence					
Food.....	143.8	144.2	140.1	-0.3	+2.6
Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	134.1	134.3	130.0	-0.1	+3.2
Fuel and light.....	114.8	114.2	115.6	+0.5	-0.7
Housefurnishings.....	126.2	126.2	126.2	0	0
Sundries.....	125.9	121.3	118.9	+3.8	+5.9
Weighted Total.....	127.0	125.9	123.6	+0.9	+2.8
Richmond					
Food.....	157.7	160.7	154.9	-1.9	+1.8
Housing ¹	103.1	103.1	103.1	0	0
Clothing.....	131.1	131.3	128.9	0	+1.9
Fuel and light.....	104.8	104.8	105.0	0	-0.2
Housefurnishings.....	121.2	121.2	121.2	0	0
Sundries.....	119.9	117.2	115.7	+2.3	+3.6
Weighted Total.....	128.3	128.3	125.9	0	+1.9
Roanoke, Va.					
Food.....	150.1	151.2	150.8	-0.7	-0.5
Housing ¹	121.6	121.6	119.2	0	+2.0
Clothing.....	133.0	133.0	130.9	0	+1.6
Fuel and light.....	107.9	107.9	107.3	0	+0.6
Housefurnishings.....	122.4	122.4	122.9	0	-0.4
Sundries.....	123.0	123.0	118.8	0	+3.5
Weighted Total.....	130.7	131.1	128.9	-0.3	+1.4
Rochester					
Food.....	146.9	147.0	145.3	-0.1	+1.1
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	130.5	130.6	130.1	-0.1	+0.3
Fuel and light.....	117.9	117.9	116.2	0	+1.5
Housefurnishings.....	139.9	135.6 ^r	135.8	+3.2	+3.0
Sundries.....	129.1	129.2	125.4	-0.1	+3.0
Weighted Total.....	128.5	128.4	126.7	+0.1	+1.4

¹Rents surveyed twice annually, May 15, and October 15. It is assumed that no change has occurred since January 15.

^rRevised.

COST OF LIVING IN 60 CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1945	Jan. 1945	Feb. 1944	Jan. 1945 to Feb. 1945	Feb. 1944 to Feb. 1945
Rockford, Ill.					
Food.....	143.7	145.6	142.4	-1.8	+0.9
Housing ¹	138.1	138.1	138.0	0	+0.1
Clothing.....	129.0	128.9	124.6	+0.1	+3.5
Fuel and light.....	113.8	113.8	113.6	0	+0.2
Housefurnishings.....	131.3	131.3	131.3	0	0
Sundries.....	122.3	122.3	118.4	0	+3.8
Weighted Total.....	132.1	132.7	130.2	-0.5	+1.5
Sacramento					
Food.....	145.6	146.3	146.5	-0.5	-0.6
Housing ¹	104.1	104.1	104.1	0	0
Clothing.....	140.4	140.1	133.3	+0.2	+5.3
Fuel and light.....	80.8	80.8	80.8	0	0
Housefurnishings.....	147.5	142.3	141.6	+3.7	+4.2
Sundries.....	123.6	123.1	119.3	+0.4	+3.6
Weighted Total.....	127.5	127.3	125.4	+0.2	+1.7
St. Louis					
Food.....	145.1	145.2	145.7	-0.1	-0.4
Housing ¹	105.8	105.8	106.0	0	-0.2
Clothing.....	129.4	129.2	125.9	+0.2	+2.8
Fuel and light.....	115.5	115.5	114.2	0	+1.1
Housefurnishings.....	118.8	118.7	118.3	+0.1	+0.4
Sundries.....	117.7	117.7	114.7	0	+2.6
Weighted Total.....	125.8	125.8	124.7	0	+0.9
St. Paul					
Food.....	141.4	142.4	140.5	-0.7	+0.6
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	126.0	125.1	122.0	+0.7	+3.3
Fuel and light.....	106.6	106.6	105.8	0	+0.8
Housefurnishings.....	127.8	126.4	126.2	+1.1	+1.3
Sundries.....	122.4	122.4	119.5	0	+2.4
Weighted Total.....	123.6	123.7	121.9	-0.1	+1.4
San Francisco - Oakland					
Food.....	144.4	145.3	144.7	-0.6	-0.2
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	136.3	135.4	130.1	+0.7	+4.8
Fuel and light.....	89.8	89.8	89.4	0	+0.4
Housefurnishings.....	124.2	124.1	119.5	+0.1	+3.9
Sundries.....	123.5	123.5	117.0	0	+5.6
Weighted Total.....	126.6	126.8	123.7	-0.2	+2.3
Seattle					
Food.....	151.5	150.3	148.7	+0.8	+1.9
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	130.6	128.4	126.8	+1.7	+3.0
Fuel and light.....	109.3	108.8	111.0	+0.5	-1.5
Housefurnishings.....	121.1	121.1	120.2	0	+0.7
Sundries.....	121.2	121.2	119.1	0	+1.8
Weighted Total.....	128.7	128.0	126.8	+0.5	+1.5
Spokane					
Food.....	141.8	141.4	139.2	+0.3	+1.9
Housing ¹	102.0	102.0	102.0	0	0
Clothing.....	124.3	124.3	123.6	0	+0.6
Fuel and light.....	134.0	133.9	133.9	+0.1	+0.1
Housefurnishings.....	132.7	132.9	132.7	-0.2	0
Sundries.....	120.2	120.0	116.3	+0.2	+3.4
Weighted Total.....	126.6	126.4	124.5	+0.2	+1.7
Syracuse					
Food.....	141.4	142.7	142.0	-0.9	-0.4
Housing ¹	116.2	116.2	116.2	0	0
Clothing.....	132.3	132.1	130.4	+0.2	+1.5
Fuel and light.....	115.6	114.4	116.4	+1.0	-0.7
Housefurnishings.....	130.6	130.6	130.6	0	0
Sundries.....	119.9	120.0	117.4	-0.1	+2.1
Weighted Total.....	126.8	127.0	126.1	-0.2	+0.6
Toledo					
Food.....	143.9	144.7	139.4	-0.6	+3.2
Housing ¹	113.0	113.0	109.0	0	+3.7
Clothing.....	130.8	130.8 ^r	124.4	0	+5.1
Fuel and light.....	107.9	107.6	107.4	+0.3	+0.5
Housefurnishings.....	123.6	123.3 ^r	123.0	+0.2	+0.5
Sundries.....	129.2	128.7	118.6	+0.4	+8.9
Weighted Total.....	129.2	129.3 ^r	123.3	-0.1	+4.8
Wausau, Wis.					
Food.....	151.2	151.5	150.1	-0.2	+0.7
Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	140.6	138.6	135.3	+1.4	+3.9
Fuel and light.....	109.3	109.3	109.2	0	+0.1
Housefurnishings.....	125.1	125.7	125.7	-0.5	-0.5
Sundries.....	117.1	117.1	114.9	0	+1.9
Weighted Total.....	126.7	126.6	125.2	+0.1	+1.2
Wilmington, Del.					
Food.....	139.8	141.9	137.4	-1.5	+1.7
Housing ¹	104.5	104.5	104.6	0	-0.1
Clothing.....	132.1	131.9	129.8	+0.2	+1.8
Fuel and light.....	105.4	104.8	106.6	+0.6	-1.1
Housefurnishings.....	124.2	124.2	120.5	0	+3.1
Sundries.....	116.2	116.1	115.4	+0.1	+0.7
Weighted Total.....	124.4	125.0	122.9	-0.5	+1.2
Youngstown					
Food.....	155.2	155.7	148.2	-0.3	+4.7
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	144.3	143.7	133.5	+0.4	+8.1
Fuel and light.....	106.7	106.7	107.0	0	-0.3
Housefurnishings.....	143.3	143.6	134.6	-0.2	+6.5
Sundries.....	116.8	116.8	113.6	0	+2.8
Weighted Total.....	130.2	130.3	125.6	-0.1	+3.7

¹Rents surveyed twice annually, May 15, and October 15. It is assumed that no change has occurred since January 15.

^rRevised.

PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES

CITY	Jan. 1945 to Feb. 1945	Feb. 1944 to Feb. 1945	CITY	Jan. 1945 to Feb. 1945	Feb. 1944 to Feb. 1945	CITY	Jan. 1945 to Feb. 1945	Feb. 1944 to Feb. 1945	CITY	Jan. 1945 to Feb. 1945	Feb. 1944 to Feb. 1945
Evansville, Ind.			Joliet, Ill.¹			Lewistown, Pa.			Trenton, N. J.		
Food.....	-1.5	+0.1	Food.....	-1.3	+1.6	Food.....	0	+1.2	Food.....	+0.3	+2.2
Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	+0.3
Clothing.....	+0.2	+3.8	Clothing.....	+0.5	+5.1	Clothing.....	+0.7	+8.2	Clothing.....	+0.1	+5.8
Fuel and light.....	0	+0.1	Fuel and light.....	+0.5	+2.6	Fuel and light.....	0	+3.4	Fuel and light.....	+1.0	-3.7
Housefurnishings.....	+0.4	+2.8	Housefurnishings.....	0	+2.2	Housefurnishings.....	0	+0.6	Housefurnishings.....	+0.7	+2.5
Sundries.....	+0.2	+8.3	Sundries.....	+0.1	+2.1	Sundries.....	+0.2	+2.6	Sundries.....	+0.2	+12.7
Weighted Total.....	-0.4	+3.2	Weighted Total.....	-0.3	+2.1	Weighted Total.....	+0.1	+2.3	Weighted Total.....	+0.3	+4.7

¹Rents surveyed twice annually, May 15, and October 15. It is assumed that no change has occurred since January 15.

²Includes Lockport and Rockdale.

Strikes and Turnover Rates

TWO HUNDRED forty strikes originated in January, 14.3% fewer than during December when 280 strikes started. This figure is the lowest recorded by the United States Bureau of Labor Statistics since September, 1943.

The number of workers involved was 44,000, the lowest in almost two years. The number idle in January, 1945, was 48.2% below the December, 1944, figure, 61.1% below January, 1944, as well as the lowest for any January since 1932. There were 228,000 man days lost to production during January—a decline of 40.0% from December when 380,000 were lost and of

67.9% from January, 1944. The January, 1945, loss was the lowest since February, 1943.

Developments during February included the statement by Secretary Ickes on February 24 that the government had returned the seventy-two bituminous coal mines in West Virginia, Kentucky and Pennsylvania, seized in September and operated by the government since that date. The order to return them was made only when the United Clerical, Technical and Supervisory Employees had withdrawn their statement refusing to work unless the mines were under government

control. The mines had a daily output of 145,000 tons and employed more than 25,000 workers.

COAL MINE PROBLEMS

Negotiations for a new general bituminous coal-mine contract were begun the next week. Among the demands, John L. Lewis, UMW president, asked payment to the miners of a royalty of 10 cents a ton by the soft-coal operators. This would be made "available to the union to provide for its members modern medical and surgical service, hospitalization, insurance, rehabilitation and economic protection." Seventeen other demands were made, including payment at full rate for all time spent underground, including a fifteen-minute luncheon period and at full rate and a half after seven hours a day and thirty-five hours a week; shift differentials; certain free equipment; increased

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes ¹			Production ² (1935-1939 =100)	Turnover Rate per 100 Employees ³					Accessions ⁷
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations ⁴					
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscella- neous ⁴	Discharges ⁵	Layoffs ⁶	
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943a.....	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1944.....	p5,005	rp1,968	rp8,310	252	81.6	60.8	5.9	7.7	7.2	73.0
1943 December.....	355	263	787	258	6.6	4.4	.6	.6	1.0	5.2
1944 January.....	330	r113	r710	259	6.7	4.6	.6	.7	.8	6.5
February.....	330	115	470	259	6.6	4.6	.6	.6	.8	5.5
March.....	360	115	415	257	7.4	5.0	.8	.7	.9	5.8
April.....	435	155	580	255	6.8	4.9	.7	.6	.6	5.5
May.....	610	290	1,400	252	7.1	5.3	.7	.6	.5	6.4
June.....	500	155	680	252	7.1	5.4	.5	.7	.5	7.6
July.....	470	145	680	248	6.6	5.0	.4	.7	.5	6.3
August.....	485	190	935	251	7.8	6.2	.4	.7	.5	6.3
September.....	390	185	660	249	7.6	6.1	.3	.6	.6	6.1
October.....	440	220	690	250	6.4	5.0	.3	.6	.5	6.0
November.....	375	200	710	248	6.0	r4.6	.3	.6	r.5	r6.1
December.....	280	85	380	r248	p5.5	p4.1	p.3	p.6	p.5	p4.9
1945 January.....	p240	p44	p228	p248	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE: For back figures, see *The Conference Board Management Record*, June, 1944, p. 170.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁶A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a. Not available.

rRevised.

LABOR DISPUTES ORIGINATING IN FEBRUARY, 1945
Incomplete report based on information appearing in the press

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected
Manufacturing, Building, and Mining					
Aluminum Company of America ¹	CIO	New Kensington, Pa.	2/ 6	2/ 6	300
American Enka Corporation	AFL	Enka, N. C.	7	18	3,000
American Forging & Socket Company	CIO	Pontiac, Mich.	14	16	600
American Textile Company ²	AFL	Pittsburgh, Pa.	1	..	123
Besser Manufacturing Company	CIO	Alpena, Mich.	8	..	400
Borg-Warner Corporation ³	CIO	Detroit, Mich.	14	15	580
Bower Roller Bearing Company	CIO	Detroit, Mich.	8	9	1,600
Briggs Manufacturing Company ⁴	CIO	Detroit, Mich.	6	12	17,000
Celanese Corporation of America	CIO	Cumberland, Md.	22	..	10,000
Chrysler Corporation ⁵	n.a.	Detroit, Mich.	16	18a	40
Chrysler Corporation ⁵	CIO	Detroit, Mich.	22	3/ 4	24,000b
Continental Motors Corporation ⁷	n.a.	Detroit, Mich.	7	2/ 7	50
Detroit Lumber Company	AFL	Detroit, Mich.	14	15	100
Detroit Tap and Tool Company ⁸	9	Detroit, Mich.	27	28	500
Ford Motor Company ¹⁰	n.a.	Detroit, Mich.	20	..	105c
Ford Motor Company ¹⁰	n.a.	Detroit, Mich.	28	3/ 1	1,900d
H. C. Frick Coke Company ¹¹	n.a.	Brownsville, Pa.	13	2/18	800
General Motors Corporation ¹²	CIO	St. Louis, Mo.	22	23	500
Glen Alden Coal Company ¹³	CIO	Wilkes-Barre, Pa.	27	..	600
Heppenstall Company	CIO	Lawrenceville, Pa.	27	3/ 1	800
Hudson Motor Car Company ¹⁴	CIO	Detroit, Mich.	10	2/12	400
Ingalls Shipbuilding Corporation	AFL	Pascagoula, Miss.	24	3/ 1	10,000
International Shoe Company	CIO	St. Louis, Mo.	26e	..	900
Jones & Laughlin Steel Corporation ¹⁵	n.a.	California, Pa.	12	2/13	1,440
Jones & Laughlin Steel Corporation ¹⁵	n.a.	California, Pa.	17	19	n.a.
Jones & Laughlin Steel Corporation ¹⁶	CIO	Pittsburgh, Pa.	2/20	2/23	8,500f
Kelly Springfield Tire Company	CIO	Cumberland, Md.	26	27	1,500
Midland Steel Products Company ¹⁷	CIO	Detroit, Mich.	21	..	120
National Enameling & Stamping Company ¹⁸	AFL	Granite City, Ill.	16	..	32
Packard Motor Car Company	CIO	Detroit, Mich.	20	..	942g
Republic Steel Corporation ¹⁹	n.a.	Charleroi, Pa.	13	14	518
Saginaw Products Corporation	CIO	Saginaw, Mich.	13	15	n.a.
Sherwood Brass Works	n.a.	Detroit, Mich.	20	22	375
Square D Company	CIO	Detroit, Mich.	9	13	1,000
Swift & Company ²⁰	AFL	National City, Ill.	7	..	57
Thompson Products, Inc.	CIO	Detroit, Mich.	15	16	600
Thompson Products, Inc.	CIO	Detroit, Mich.	20	..	900
Union Electric Steel Corporation	CIO	Carnegie, Pa.	27	28	250
United States Rubber Company	CIO	Detroit, Mich.	15	21	180
West Penn Power Company ²¹	AFL	Pittsburgh, Pa.	25	..	50
Miscellaneous					
Bus drivers	AFL	Aurora and Elgin, Ill.	11	..	n.a.
Chesapeake & Potomac Telephone Company	n.a.	Washington, D. C.	19	19	n.a.
Detroit & Toledo Shore Line Railroad Company ²²	Ind.	Detroit, Mich.	16	21	24
Meat truckers-jobbers	Ind.	Detroit, Mich.	12	12	250
Michigan Cab Company	AFL	Lansing, Mich.	22	27	n.a.
Motion picture extras	Ind.	Hollywood, Calif.	1	2	3,000
Reading Street Railway	n.a.	Reading, Pa.	25	..	300
Truck drivers	AFL	New York, N. Y.	19	19	h
Truck drivers and helpers	AFL	York, Pa.	5	..	300
Valley Transit Motor Coach Company	n.a.	23	21	..	i

¹Tube division workers.
²Production employees.
³Detroit gear aircraft parts division.
⁴The following Briggs plants in Detroit were involved: Conner Avenue, Eight-Mile, Mack Avenue, Meldrum, Milwaukee Avenue, Outer Drive, and Verner Highway, as well as plants at Hamtramck, Michigan, and Evansville, Indiana.
⁵Mobile fire-fighting-equipment department at Jefferson plant.
⁶The following Chrysler plants were involved: Dodge Main plant, Dodge Truck plant, Chrysler Tank Arsenal, Highland Park, Windsor and De Soto Warren plants.
⁷Maintenance and machine repair men.
⁸Two plants involved.
⁹Mechanics Educational Society of America.
¹⁰River Rouge plant.
¹¹Bridgeport mine.
¹²Chevrolet Motor Division.
¹³Nottingham Colliery.
¹⁴Plant "C".
¹⁵Vesta No. 4 mine.
¹⁶Maintenance men at Southside and Hazelwood plants.
¹⁷Welders.
¹⁸Machinists.
¹⁹Crescent No. 2 mine.
²⁰Truck drivers.
²¹Structural iron workers at Springfield Power plant.
²²Firemen and engineers.
²³Several Ohio valley towns below Pittsburgh, Pa.
^aTwenty employees returned on December 18.
^bStrike of approximately 18,000 employees made 6,000 others idle because of the lack of parts.
^cStrike of 5 paint sprayers cause 100 other employees to be idle.
^dStrike of 1,100 day-shift employees in the crankshaft machining department caused 800 others to be sent home because of a shortage of parts.
^eStrike began on February 26 at the Broadway and Cherokee Street plant, and on February 27, employees at the Hickory Street plant walked out in sympathy.
^fStrike began with a walkout of 700 maintenance men, eventually causing 8,500 employees to be idle.
^gStrike of 400 aircraft engine workers made 542 other workers idle.
^hThe strike tied up produce deliveries at the Bronx Terminal Market and resulted in its closing for the day.
ⁱSixty buses were kept idle.
n.a. Not available.

vacation pay; and other nonwage demands. The operators estimated that the monetary requests amounted to a total of \$2 a day per miner, or 36 cents a ton. The royalty of 10 cents a ton was estimated at around \$60,000,000 a year on the basis of 1944 production. A strike notice was filed by the mine union for April 1.

STRIKE VOTES

A report issued by the National Labor Relations Board in February covering the period July, 1943, through June, 1944, disclosed that while 1,089 notices of intention to strike-vote were filed, 688, or 63%, were withdrawn before any vote was taken. Strike votes were taken in 232 instances, with only 64 strikes resulting.

These 64 comprised only 1.4% of the strikes taking place during the same period. One hundred fifteen notices were disposed of in other ways. The American Federation of Labor filed 726, the Congress of Industrial Organizations 156, other organizations 201, and individuals 6.

Active control of two important Montgomery Ward & Company departments in Chicago was given back to the company by the Army on February 19. The two properties were seized on December 28, 1944, along with those in other cities, following the strike of the United Retail, Wholesale and Department Store Employees (CIO). The two properties were the Schwinn warehouse and the fashion mail-order house. The wage increases re-

quested by the WLB were put into effect by the Army in these two places. Orders issued by the board also affected Ward plants in other cities.

February strikes included one at the Chrysler Corporation which was set off by the dismissal of seven employees, and one at the Briggs Manufacturing Company which was set off by the transfer of fifteen men. These strikes involved 24,000 and 17,000 workers, respectively. In both cases, the production of vital parts for aircraft was considerably held up.

The Celanese Corporation of America and Ingalls Shipbuilding Corporation strikes each involved 10,000 workers. The Celanese strike was a move to force the reinstatement of one employee who had

WAGE-INCREASE ANNOUNCEMENTS¹, JANUARY 1 to FEBRUARY 28

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Aluminum Company of America.....	Chicago, Ill.	6¢ avg.	1,800	To wage and salary employees. Retroactive for 10 months
American Can Company.....	Chicago, Ill.	2½¢/hr. 4¢/hr.	200	To men To women
Bigelow-Sanford Carpet Company.....	Thompsonville, Conn.	\$2-\$6/wk.	150	Office workers
Brown Shoe Company.....	Vincennes, Ind. Salem, Ill.	10¢/hr.	1,800	Retroactive to October, 1943, at Salem and Mattoon; January, 1944, at Vincennes
Campello Shank Company.....	Matoon, Ill.	4.5¢/hr. avg.	....	To minimize inequities
Herkert and Meisel Trunk Company.....	Campello, Mass.	4½¢/hr.	300	Retroactive to July 15, 1943
Luscombe Airplane Corporation.....	St. Louis, Mo. Trenton, N. J.	3%	550	Production employees. Retroactive to August, 1943
Mallinckrodt Chemical Works.....	St. Louis, Mo.	5¢/hr.	765	Miners. Retroactive to August, 1943
Republic Steel Corporation.....	Mineville, N. Y.	5¢/hr.	....	Powerhouse firemen and stage builders
New York Shipbuilding Corporation.....	Camden, N. J.	5¢-13¢/hr.	....	Coal truck, lumber and building supply drivers
Pontiac Motors.....	Detroit, Mich.	10¢/hr. 15¢/hr. 15¢/hr. 5¢/hr.	140	Transit-mix drivers Sand and gravel drivers Helpers
Red Wing Shoe Company.....	Red Wing, Minn.	5%	214	
Ritz-Carlton Hotel.....	Philadelphia, Pa.	2¢-7¢/hr.	110	Retroactive to June, 1944
United States Employment Service.....	St. Louis, Mo.	\$10-\$15/mo.	....	Local and state employees. Retroactive to July, 1943
Western Electric Company.....	Clifton, N. J.	1¢-6¢/hr.	....	Starting rates
75 Commercial printing plants.....	Detroit, Mich.	4¢/hr.	450	Letter press operators, members Local 2, International Printing Pressmen's and Assistants' Union, AFL
Commercial printing plants.....	St. Louis, Mo.	5¢/hr.	2,100	Retroactive to January, 1944
6 Hotels.....	Detroit, Mich.	5¢/hr.	250	Laundry workers
12 Hotels.....	Detroit, Mich.	8½¢/hr.	....	Elevator starters and operators. Retroactive to April, 1944
2 Laundries.....	St. Louis, Mo.	10¢-50¢/hr.	150	Wash men, firemen, maintenance men. National Laundry Company, Grand Laundry and Cleaning Company. Pay of firemen and maintenance men raised from 35¢/hr. to 85¢/hr.

¹Includes salary-increase announcements.

been dismissed for insubordination. In the case of the Ingalls strike, the employees were protesting the delay of the Shipbuilding Commission of the War Labor Board in acting on their grievances which were filed with the board.

TURNOVER RATES

Total separations in December, 1944, were 5.5 per 100 employees, or 8.3% below the previous month, and 16.7% less

than December, 1943. This is the lowest separation rate since March, 1942, when it was 5.3. The quit rate declined to 4.1, the lowest since the rate of 3.8 in December, 1942.

The accession rate was only 4.9 during December, the lowest figure since December, 1941, the month of Pearl Harbor, when it was 4.8. The peak accession rate was 9.2 in September, 1942.

The total separation rate in December

for the metal-mining industry was 4.3 per 100 employees, as compared with 5.4 in November, while the accession rates were 3.4 and 3.9, respectively. The separation rate was 1.6 in anthracite mining, 3.6 in bituminous-coal mining, 2.7 in telephone and 3.1 in telegraph. The corresponding accession rates were 1.1, 2.8, 1.9, 2.5.

MARY A. WERTZ
Division of Labor Statistics

Prepared by

THE CONFERENCE BOARD

MANAGEMENT RESEARCH DIVISION

S. AVERY RAUBE, Director

F. BEATRICE BROWER

ABRAHAM A. DESSER

EUGENE S. HORNING

ETHEL M. SPEARS

GERTRUDE REYNOLDS

GENEVA SEYBOLD

LINDA SHAW

DIVISION OF LABOR STATISTICS

ROBERT A. SAYRE, Director

ELIZABETH P. ALLISON

ETHEL B. DUNN

ALICE P. GLASSON

MARY ANNE O'DONNELL

G. CLARK THOMPSON

MARY A. WERTZ

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